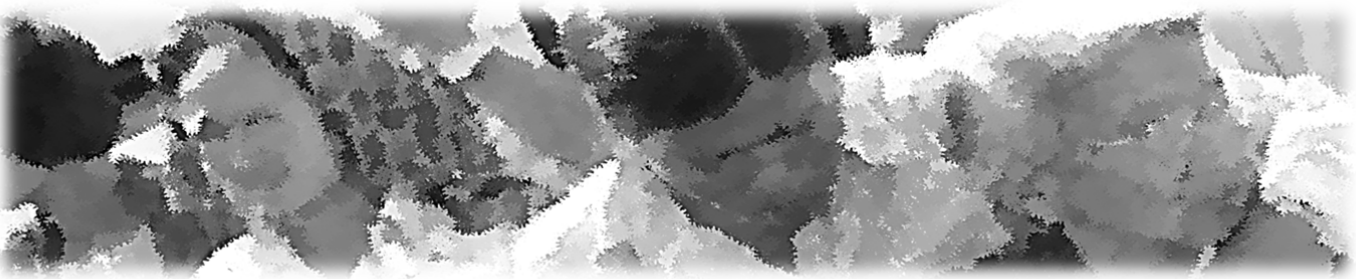




Project funded by the
United Nations Trust Fund to End Violence against Women



Promoting Gender Equality and Improving Access to Justice for Female Survivors and Victims of Gender-Based Violence under the Khmer Rouge Regime

Period of the project: October 2011 to November 2014

Final Evaluation Report
Cambodia, February 2015

Evaluation conducted by Mr. Julian Poluda, independent and external evaluation consultant of the Victims Support Section of the Extraordinary Chambers in the Courts of Cambodia, the Cambodian Defenders Project, and the Transcultural Psychosocial Organisation Cambodia.



CONTENTS

Acronyms and abbreviations	4
1. Executive Summary.....	1
Background	1
Methodology.....	1
Key Findings.....	2
Conclusions	7
Recommendations	8
2. Project Context	14
The Khmer Rouge regime	14
Gender-based violence under the Khmer Rouge.....	14
The Extraordinary Chambers in the Courts of Cambodia	16
Gender-based violence before the Extraordinary Chambers in the Courts of Cambodia	16
3. Description of the project	17
4. Purpose of the evaluation	20
5. Evaluation objectives and scope	20
Evaluation objectives	20
Geographical coverage of the evaluation	20
Key respondents of the evaluation	20
Evaluation criteria and questions.....	21
6. Evaluation methodology	22
Evaluation approach.....	22
Ethical considerations	23
Inception stage	23
Data collection and analysis stage	23
Challenges and limitations of the evaluation.....	24
Deliverables by the evaluation team	25
Report structure	25
Description of the evaluation team	25
Division of responsibilities.....	26
7. Findings	26
Relevance	26
Effectiveness	31
Impact	52
Sustainability	53
Efficiency	54

Knowledge Development	56
8. Conclusions	57
Relevance:	57
Effectiveness:	57
Impact:	59
Sustainability:	59
Efficiency:	59
Knowledge Development	59
9. Recommendations	60
Relevance	60
Effectiveness	61
Impact	64
Sustainability	64
Efficiency	64
Knowledge Development	65
10. Annexes	66
Terms of Reference	66
Evaluation Matrix	1
Beneficiary Data Sheet	1
Additional methodology-related documentation	1
List of persons and institutions interviewed and sites visited	6
List of supporting documents reviewed	8
CV of the evaluator	15

ACRONYMS AND ABBREVIATIONS

ADHOC	Cambodian Human Rights and Development Association
CCHR	Cambodian Centre for Human Rights
CDP	Cambodian Defenders Project
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CHRAC	Cambodian Human Rights Action Committee
CDP	Cambodian Defenders Project
CPS	Civil Peace Service (Ziviler Friedensdienst)
DAC	Development Assistance Criteria
ECCC	Extraordinary Chambers in the Courts of Cambodia
GBV	Gender Based Violence
GO	Governmental Organization
GIZ	German Society for International Cooperation
LAC	Legal Aid of Cambodia
LcL	Lead Co-Lawyer Section of the ECCC
LTC	Lawyer Training Centre
MoWA	Ministry of Women's Affairs
NGO	Non-Government Organization
OCIJ	Office of Co-Investigative Judges
PAS	Public Affairs Section
PTSD	Post-traumatic Stress Disorder
OCIJ	Office of the Co-Investigating Judges
OCP	Office of the Co-Prosecutors
RAJP	Royal Academy for Judicial Professions
SHG	Self-help Group
ToR	Terms of Reference
TPO Cambodia	Transcultural Psychosocial Organization
UNKART	United Nations Assistance to the Khmer Rouge Trials
UNTFVAW	United Nations Trust Fund to End Violence against Women
VAW	Violence against Women
VSS	Victims Support Section
WESU	Witness and Advisors Support Unit
WMC	Women's Media Centre

1. EXECUTIVE SUMMARY

BACKGROUND

This report is the result of the final evaluation of a project titled 'Promoting Gender Equality and Improving Access to Justice for Female Survivors and Victims of Gender-Based Violence under the Khmer Rouge Regime' with the overall goal 'to enable female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence (GBV), to fully enjoy and exercise their transitional justice rights, namely the right to truth, to criminal justice, to rehabilitation and to non-recurrence.' The project's four outcomes are related to (i) gender mainstreaming at the Extraordinary Chambers in the Courts of Cambodia (ECCC), in non-Governmental organizations (NGOs) and educational institutions for lawyers, (ii) logistic measures and legal support for Civil Parties to facilitate their visits to the court, (iii) mental health services for Civil Parties and other survivors of GBV, and (iv) awareness raising, knowledge generation, and truth-telling.

The project became operational in late October 2011 with a conclusion date in November 2014. This project has been carried out by Victims Support Section (VSS) of the Extraordinary Chambers in the Courts of Cambodia (ECCC), the Cambodian Defenders Project (CDP), and the Transcultural Psychosocial Organisation Cambodia (TPO Cambodia), and through funding and in collaboration with the United Nations Trust Fund to End Violence against Women (UNTFVAW). The total project budget was US\$ 819,828.88.

METHODOLOGY

According to the terms of reference, the main objectives of this external evaluation were to (i) evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability, impact and knowledge development, to (ii) generate key conclusions and identify lessons learned, and (iii) to provide recommendations that may be used in future programming.

The evaluation was carried out by one evaluation consultant with guidance and input by an additional evaluation expert and the support through one local facilitator. The evaluation used a (i) participatory and (ii) utilization focused approach as conceptual background. The evaluation has been complex and challenging, in particular due to the diverse working fields and target beneficiaries addressed by the project, and the multitude of stakeholders involved.

The evaluators paid attention to whether the evaluation would lead to the exclusion of any stakeholders or target group. To this end, the evaluators made special efforts to search for and speak with Civil Parties who are marginalized and/or live in remote regions. Fieldwork was conducted in November 2014 and 133 persons were consulted, through 83 semi-structured and 9 unstructured individual interviews, and in 8 Focus Group Discussions (FGD). One extensive field mission was carried out to 18 communities and memorialization sites in Kampot, Kep, Kampong Speu, and Takeo provinces. In order to differentiate the impact by the partners' activities, semi-structured interviews were conducted with a sample of clients from each partner organization, as well as with Civil Parties who did not receive services through this project. Interviews were conducted with beneficiaries of all project activities in addition to community-based and national stakeholders at various levels.

In Phnom Penh, the evaluators conducted semi-structured interviews with partner's staff, Civil Parties and their representatives, Civil Party Lawyers, Governmental and non-Governmental representatives, ECCC staff from most sections of the tribunal, media representatives, and external experts. The evaluators further consulted all relevant management and monitoring documents and made use of observational participations.

Secondary data such as survey and evaluation reports, project documents, and monitoring results was collected from sources like the partners' websites and databases, and the project's internet platform. Particular emphasis was given to an analysis of the project's baseline studies and mid-term evaluation results. In addition, a systematic analysis of background literature was carried out. Preliminary findings and recommendations were discussed during an extensive presentation with partner organization staff. In addition, written feedback was consolidated and commented on by partners' senior staff, and incorporated in the final evaluation report.

KEY FINDINGS

Relevance

Evaluation Question 1: To what extent were the project goal and outcomes relevant in responding to the needs of female survivors of the Khmer Rouge regime, in particular of survivors of GBV?

1. Survivors of GBV under the Khmer Rouge have long suffered a lack of attention by the Government, the ECCC, NGOs and the general public.
2. The ECCC, NGOs and educational institutions for judicial professionals lack a gender perspective in operations and procedures.
3. Civil Parties at the ECCC are not sufficiently provided with legal and logistic support.
4. The high level of traumatization among Civil Parties, stress factors at the ECCC and the lack of public mental health services severely affect survivors' mental health.
5. There was a clear lack of public awareness on gender-based crimes in this period.

Evaluation Question 2: Are the project goal and outcomes still relevant in responding to the needs of female survivors of the Khmer Rouge regime, in particular of survivors of GBV?

6. There is a continued need of projects and mechanisms to ensure that female survivors of the Khmer Rouge regime, in particular survivors of GBV, can fully enjoy and exercise their transitional justice rights.
7. There is a need for additional and more comprehensive gender mainstreaming efforts at the ECCC, among NGOs and in educational institutions for judicial professionals.
8. There is a continued need for the provision of legal and logistic support services to allow for Civil Parties' meaningful participation at the court.
9. There is a continued need to support GBV survivors in dealing with the psychological consequences of their experiences under the Khmer Rouge and at the court.
10. Awareness raising requires more comprehensive, coordinated and collaborative efforts in order to reach larger parts of the population. Particular attention should be given to link past to present violations of women's rights.

Evaluation Question 3: Could any additional needs be identified?

11. Important additional areas of concern include survivors' poverty and limited access to health care.

Effectiveness

Evaluation Question 4: To what extent were the intended project outcomes and Outputs achieved and how?

Output 1.1: Staff of ECCC, NGOs and educational institutions for judicial professionals has demonstrably increased their knowledge related to gender-sensitive judicial and non-judicial measures.

12. The baseline has been effectively used to guide the design of gender trainings at the ECCC and for NGOs.

13. The workshops for ECCC and NGO staff through external trainers effectively increased knowledge on gender-sensitive transitional justice measures and gender-related challenges in transitional justice work. However, training efforts were limited to three, half-day workshops, and much ECCC staff remains unclear on how to practically improve gender-sensitivity in their specific areas of work.
14. Two gender focal points at the ECCC promote – to some extent – gender equality and engage in gender capacity building measures. However, their gender mainstreaming efforts are compromised by the fact that they do not receive any additional time or financial assets for their gender mainstreaming work. Their current focus is on work/life issues and the counseling and guidance for women staff members. In addition, they are the first contact persons in case of sexual harassment claims.
15. CDP and TPO Cambodia did not install gender focal points primarily due to a lack of clarity on the tasks for these persons.
16. Gender thematic workshops effectively developed knowledge on GBV under the Khmer Rouge, and the gender dimensions in the work of NGOs that were not implementing partners in the project.
17. Gender capacity-building efforts targeted at Cambodian lawyers effectively improved gender knowledge, and led into a network of legal aid practitioners. However, it was not possible to integrate a gender-training component in the curriculums of educational institutions for judicial professionals.

Outcome 1: The ECCC and NGOs improve their gender-sensitivity in operations and activities. Educational institutions for judicial professionals are more aware of gender needs.

18. The project effectively raised awareness on the need for gender sensitivity at the ECCC and in NGOs.
19. The ECCC improved its gender-sensitivity in some operations and activities. However, gender mainstreaming requires more and concerted efforts to be effective.
20. Some progress has been identified with regard to knowledge on GBV under the Khmer Rouge among NGOs that were not implementing partners but targeted by the project's training and networking activities. However, NGOs do not target their work sufficiently to GBV under the Khmer Rouge. Moreover, gender mainstreaming in NGOs requires additional efforts.
21. Some progress has been identified with regard to gender knowledge and sensitivity among Cambodian lawyers. However, gender mainstreaming in educational institutions for judicial professionals requires additional efforts.

Output 2.1: Female Civil Parties and GBV survivors are legally represented and have the logistic means to attend the trials.

22. The project partners effectively provided logistic support for 1153 female Civil Parties and GBV survivors to attend the hearings at the ECCC. Challenges related to the invitation strategy, however, led to the exclusion of a number of more disadvantaged Civil Parties.

Output 2.2: Female Civil Parties and GBV survivors have strengthened their legal knowledge in the legal proceedings.

23. The VSS effectively ensured relatively short legal briefings and debriefings for 1153 female Civil Parties and survivors of GBV who visited the court. Monitoring and evaluation results indicate female Civil Parties' and GBV survivors' high level of satisfaction with their visits to the ECCC, and their increased legal knowledge through the VSS's legal counselling approach. However, it is also clear that many Civil Parties are not satisfied with the overall very limited level of legal support.
24. CDP effectively conducted more comprehensive legal counselling workshops with approximately 100 clients for legal updates, mental health training, and trust building. Monitoring and

interview results indicate a very high level of satisfaction and a high level of legal knowledge among CDP's clients.

25. The VSS effectively conducted five large-scale outreach forums for an approximately total number of 800 Civil Parties to raise awareness on developments at the ECCC and to discuss expectations related to the ECCC's reparation projects. These outreach forums appear to be effective to provide information on the ECCC to the highest possible number of people.
26. The project trained 156 male and female Civil Party representatives on GBV under the Khmer Rouge and today, and on the gender-related aspects of the ECCC's laws, policies and action plans. It appears, however, that Civil Party representatives were not sufficiently equipped with resources and tools for independent awareness raising activities.

Outcome 2: Female survivors and GBV victims are provided with resources and effective Case Management that ensures their participation in and outside the court, the stories of victims are heard, and they get perspective of their redress.

27. The project's logistic, legal, and psychological support services effectively ensured the meaningful participation of 1153 Civil Parties inside the ECCC. However, Civil Parties in majority emphasized the overall very limited availability of legal counselling and information services.
28. The project's legal information services during outreach, and the psychosocial and awareness raising activities, effectively ensured Civil Parties' meaningful participation outside the ECCC.
29. The project provided ample opportunities for the sharing and documentation of experiences, so that the stories of survivors have been heard.
30. It is difficult to answer if survivors now have a better perspective of their redress as there is no common agreement on the definition for this term. However, for many survivors, redress cannot be achieved without individual and monetary reparations.

Output 3.1: Female Civil Parties and victims of GBV have better access to psychological and psychiatric treatment and a better understanding of their mental health issues.

31. The project effectively provided mental health treatment for 185 female Civil Parties and other GBV survivors with psychological needs, and comprehensively raised awareness on mental health.

Outcome 3: Female Civil Parties and victims of GBV improved their mental well-being and mutual support.

32. TPO Cambodia's Testimonial Therapy approach effectively improved Civil Parties' mental health. Its strength is to provide ample opportunities to reconstruct traumatic memories and express painful emotions, and to raise public awareness about human rights violations. The approach further reflects Cambodian values through Buddhist healing ceremonies for survivors.
33. TPO Cambodia's self-help groups effectively improved Civil Parties' and other GBV survivors' mental health. SHGs effectively empower survivors of GBV under the Khmer Rouge and today, and reinforce mutual respect and experience sharing.
34. Psychotropic drug treatment as provided through TPO Cambodia in this project effectively improved the mental health of some Civil Parties. However, there was a lack of free psychotropic drugs and psychiatric supervision in the field.
35. TPO's psychosocial activities effectively improved Civil Parties' and other survivors' mutual support. In addition, SHG members provide informal counselling to other community members, and protect and care for survivors of current forms of GBV.
36. Psychosocial activities as delivered in this project did not increase stigma and discrimination for members of the group. They rather promote acknowledgment and de-stigmatization.
37. As an additional outcome, SHGs as installed through this project effectively raised awareness on GBV under the Khmer Rouge and today. Some SHG members expressed their wish to receive additional training and resources to support their awareness raising work.

38. Truth-telling activities outside the court as delivered by this project significantly contributed to survivors' mental health. However, truth-telling initiatives require the comprehensive provision of psychological support.
39. Poverty and poor access to health care are both a consequence of and contributing factor to poor mental health.

Output 4.1: Women and men engage in public dialogues on GBV under the Khmer Rouge and its implications for Cambodian society today.

40. The project effectively engaged approximately 1700 Cambodians in community-based truth-telling initiatives on GBV under the Khmer Rouge through an innovative forum theatre and community dialogue approach.
41. The project effectively engaged approximately 1200 Civil Parties and diverse national and international stakeholders in 3 large-scale women's forums as a space for truth-telling and public awareness raising on GBV under the Khmer Rouge. These events received widespread international media attention; however, Khmer speaking media were less involved.
42. CDP in collaboration with TPO effectively produced and disseminated 29 call-in radio shows on GBV under the Khmer Rouge, experiences of women and men, the progress of the legal proceedings by the ECCC, and its implications for gender issues in Cambodian society today. The approach has been instrumental to reach a wider audience in more rural areas of Cambodia.
43. Other project activities as foreseen in this project such as the large-scale outreach forums by the VSS, the legal counselling services by CDP, and the project's psychosocial initiatives such as the SHGs and the Testimonial Therapy approach also engaged women and men in public dialogues on GBV under the Khmer Rouge.

Output 4.2: Information on GBV under the Khmer Rouge, women's rights, and 'good practice' examples for gender-sensitive transitional justice measures is documented and accessible to public.

44. The project effectively established and administered an internet platform to provide information on women under the Khmer Rouge and today, GBV in conflict, the objectives and recent developments at the ECCC, as well as to document and share gender-sensitive transitional justice practice.
45. The project produced and disseminated film productions and photographic material that effectively raise awareness on GBV under the Khmer Rouge and today.
46. The project developed a standard format for documenting and assessing gender-sensitive transitional justice practice and is currently in the process to disseminate the results among NGOs and through the publication on the program's internet platform.
47. The project conducted a comprehensive study to gather information about types and practices of GBV under the Khmer Rouge as well as to explore after-effects of the violence and coping strategies of survivors. The research further aimed to evaluate some aspects of the project's impact on Civil Parties.

Outcome 4: Women and men have demonstrably increased their understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.

48. While it is difficult to judge on the project's impact in terms of awareness raising in the entire population, there is some evidence that the project effectively increased women's and men's understanding on GBV under the Khmer Rouge, the causes for violence against women and women's human rights today.

Additional Outcomes:

49. The project significantly contributed to advocacy activities to ensure women's access to their transitional justice rights.

Impact

Evaluation Question 5: To what extent did the project contribute to the project goal?

50. The project contributed to substantial progress in ensuring that female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence, can enjoy and exercise their transitional justice rights.
51. It is a major success of this project to have contributed to the ambitious goal of transitional justice through an integrated project designed to contribute to four areas of transitional justice work.

Evaluation Question 6: What other intended and unintended consequences resulted from the project for female survivors of the Khmer Rouge regime, in particular for survivors of GBV?

52. Despite the comprehensiveness and impact of this large-scale project, its services could not satisfy the needs of all Civil Parties in Case 002/02. This reportedly led to considerable dissatisfaction among those Civil Parties who did not benefit from this project.

Sustainability

Evaluation Question 7: Which results are likely to be sustained after this project ends, especially the results for female Khmer Rouge survivors, in particular survivors of GBV?

53. Knowledge improvements among ECCC and NGO have been substantial as detailed in the effectiveness section of this report.
54. The project has developed a number of Civil Parties into service providers and advocates for change. While some may change their roles over time, many are likely to continue their engagement.
55. Training and networking activities contributed to knowledge exchange and collaboration among NGOs, and the establishment of a network of lawyers, the 'End Violence against Women (EVAW) Legal Aid Network.'
56. The project developed new skills and capacities in the VSS, TPO Cambodia and CDP.
57. The project helped to include GBV under the Khmer Rouge in the CEDAW recommendations, an important contribution to foster Government responsibility in this underserved area of work.

Efficiency

Evaluation Question 8: Was the project implemented in a timely manner, in accordance with the work plan? How efficient were management and coordination for the project?

58. The project has been implemented in timely manners, and most activities have been completed in accordance with the project proposal and work plan. Partial and largely minor shortcomings are more than made up for by additional activities, such as the Testimonial Therapy approach, one additional women's hearing, additional outreach activities or the engagement in advocacy work.
59. The project relied on the professional work planning and management by partners' staff. External experts contributed substantially to the design, management, implementation and monitoring of the project.
60. Despite some conflicts of interest between the partners, the project's overall partnership and coordination functioned well.
61. Human Resources were stretched thin; however, the partners were able to respond through effective staffing decisions. The project staff must be commended for working hours way beyond usual working time.
62. The financial management was efficient and effective to ensure the implementation of the project.

63. The evaluators did not conduct a complete cost-effectiveness analysis of the project; however, staff's high level of expertise, the use of SHGs and the volunteer contribution by international experts contributed to the cost-effectiveness of the project.

Knowledge Generation

Evaluation Question 9: What documentation of project activities, new knowledge and practice has been conducted?

64. The project effectively contributed to the development and documentation of new knowledge and practice, and ensured the sharing of results.

CONCLUSIONS

Relevance

1. The project clearly addressed a widely underserved area of gender work in the Cambodian transitional justice context.
2. The project offered a well-suited combination of activities in four important areas of transitional justice work.
3. There is a continued need of projects and mechanisms to ensure that female survivors of the Khmer Rouge regime, in particular survivors of GBV, can enjoy and exercise their transitional justice rights.
4. Justice, truth-telling, and mental health services are only three areas of intervention in the transitional justice process. There are many other needs of Cambodians struggling with a personal and social history of human rights abuses, most significantly poverty and poor access to health care.

Effectiveness

5. The project effectively improved the ECCC's and NGOs' awareness of GBV under the Khmer Rouge, and – to some extent – gender knowledge and gender sensitivity in their work. Cambodian judicial professionals also became more aware of gender needs. However, gender knowledge building and gender mainstreaming towards more gender equality in organizations' structures and procedures require more time and resources to be effective.
6. The project effectively provided approximately one fourth of the Civil Parties in Case 002 with resources and case management that ensured their participation in and outside the court. However, the level of service provision is uneven across the project's Civil Party groups. Moreover, continued and more comprehensive service provision is required to respond to the needs of almost 4000 Civil Parties in Case 002 at the court. If these needs are not satisfied, widespread frustration among Civil Parties may undermine the Civil Party mechanism, and thus threaten the success of the court.
7. The project effectively improved GBV survivors' mental well-being and mutual support. However, the overall limited availability of psychological services for Civil Parties and other survivors is alarming. Thus, any future transitional justice measures in Cambodia need to place mental health at the center of action.
8. The documentation and dissemination of knowledge and comprehensive truth-telling activities both on the local and national level were instrumental to increase women's and men's understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.

Impact

9. The project has produced significant progress in ensuring that female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence, can enjoy and exercise their transitional justice rights.

Sustainability

10. While the current funding gap and limited gender mainstreaming activities pose challenges to the sustainability of results, the partners have created solid foundations for continued progress and achievements.

Efficiency

11. In summary, the project has been implemented in timely and efficient manner. The achievement of results has been cost-effective and funding has been spent in strict accordance with the original budget and work plan.
12. The project relied on professional work planning, management, and a high level of commitment by partners' staff. Volunteer services by international experts contributed substantially to the design, management, implementation and monitoring of the project.

Knowledge Development

13. As mentioned in the conclusions related to outcome 4, the project effectively contributed to the development and documentation of new knowledge and practice, and ensured the comprehensive distribution of project Outputs and results. However, there is room for improvement with regard to the dissemination of project achievements on the regional and international level.

RECOMMENDATIONS

This final section provides a number of recommendations that are based on the evaluation's findings and comments outlined in the previous chapters and sections of the report. Each recommendation is accompanied by a set of sub-recommendations that relate to practical implications.

Relevance

1. The Government is advised to support initiatives in response to GBV under the Khmer Rouge through funding targeted at reparation and non-judicial justice measures.
2. The ECCC is advised to allocate additional financial and human resources for Civil Party support services and outreach work.
3. International Partners and donors are advised to continue/increase their technical and financial support to the VSS and/or transitional justice NGOs in this crucial phase of the ECCC.
4. The VSS is advised to raise additional funds from national and international donors, and to design gender-sensitive reparation and non-judicial measures in close collaboration with Khmer Rouge survivors, NGOs and the Lead Co-Lawyer Section of the ECCC.
5. The Government, the VSS, UN agencies and NGOs could (re-)consider the establishment of a trust fund for Khmer Rouge survivors including survivors of GBV. Other countries have also set up funds for administering reparations to survivors of GBV. Reparation schemes could take the form of monetary compensation, the establishment of services or other forms of support such as health insurance or pension schemes.
6. NGOs are advised to proactively reach out to donors and to design reparation and non-judicial measures. Projects designed in collaboration with the LCL and VSS of the ECCC are more likely to attract funding. However, direct collaborations with the VSS or other sections of the ECCC are not a requirement, and reparation projects can also be directly submitted to the LcL section of the ECCC. NGOs who do not want to design reparation projects in line with the limited scope and mandate of the court are advised to focus on non-judicial measures, which allow addressing other transitional justice needs including the prevention of and response to other forms of GBV than just forced marriage and rape in the context of forced marriage. Project design and planning should be based on an assessment of gender-related challenges, and the expressed needs of survivors of GBV.

7. When funding/designing reparation and non-judicial measures, the Government, international donors, the VSS and NGOs are advised to prioritize rights- and community-based psychosocial interventions that provide opportunities to share and process traumatic experiences in a safe and supportive setting. Psychosocial activities should whenever possible integrate truth telling as exemplified in this project's SHGs and the Testimonial Therapy approach.
8. The Government, international donors, the VSS, and NGOs are advised to develop additional community-based and national truth-telling mechanisms that address GBV under the Khmer Rouge. A number of activities in this project, such as the Women's Hearings, the forum theatre and Testimonial Therapy approach, and community dialogues may serve as examples for future projects. In addition, the Government could formally acknowledge and condemn gender-based crimes under the Khmer Rouge.
9. The Government, international donors, the VSS, and NGOs are advised to integrate measures that ensure survivors' economic and social rights. Further progress could be achieved through the provision of pension schemes and/or collaborations with and the development of referral mechanisms to livelihood organizations.
10. The Government, international donors, the VSS and NGOs are advised to provide survivors of GBV under the Khmer Rouge with free access to medical services in order to address survivors' health needs. For instance, reparation measures could include health insurance schemes.
11. Whenever funding/providing services, the Government, international donors, the VSS, and NGOs are advised to develop a clear mapping strategy in order to reach a fair and balanced selection of Civil Parties. This strategy should also be communicated to all Civil Parties and the public, so that those who do not benefit feel less excluded.
12. The ECCC, VSS, and NGOs are advised to proactively network with the Ministry of Women's Affairs of Cambodia, the Cambodian National Council for Women, the United Nations Country team in Cambodia and transitional and non-transitional justice NGOs. As the one section of the ECCC working the closest to survivors, the VSS can provide important experiences and expertise to raise awareness on the needs of survivors, and foster linkages between governmental and non-governmental organizations.
13. Transitional justice, mental health and gender NGOs are advised to step up their advocacy/awareness raising activities, and to engage in dialogues with international partners and Government institutions. Specific activities could include small-scale face-to-face meetings with key decision makers, and the design of tailored information packages that should also include radio productions and films. An alternative approach would be to facilitate direct meetings between Government stakeholders and survivors.
14. Advocacy activities could include lobby work for the inclusion of services for survivors of GBV under the Khmer Rouge in Cambodia's 2nd National Action Plan to Prevent and Respond to Violence against Women.
15. Educational institutions and NGOs could conduct further research, and report to the ministries through conferences and the submission of research results.
16. The project partners are advised to strengthen advocacy activities by GBV survivors themselves. To this end, a core group of Civil Parties and their representatives and/or self-help group participants could be empowered to speak in front of international bodies and/or during international memorialization events, congresses, etc.

Effectiveness

For each outcome, a set of recommendations is presented with the intention of being applicable to a continuation of activities in the future. The aim is to provide a number of recommendations, sufficiently expressed, and addressed to those with the means and responsibility to implement them.

Outcome 1: *The ECCC and NGOs improve their gender-sensitivity in operations and activities. Educational institutions for judicial professionals are more aware of gender needs.*

17. The ECCC and NGOs are advised to promote a gender perspective in their operations and procedures. Mainstreaming a gender perspective is the process to assess the implications for women and men of any operation or procedure in all areas and at all levels. It is a strategy for making women's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of all activities. The objective should be to establish gender-sensitivity as the common responsibility of all staff. The ultimate objective is to achieve gender equality.
18. Gender mainstreaming activities require a broader, long-term and integrated approach. The following sub-recommendations aim to facilitate gender mainstreaming at the ECCC.
 - Establish a gender working group: In order to assign responsibilities for gender-mainstreaming tasks, the ECCC could establish a gender working group with representatives of all sections of the ECCC. This working group would be responsible to monitor any gender-related challenges, and to plan and oversee activities in response. The objective should be that gender sensitivity is taken on as common responsibility by all sections of the ECCC. Senior managers from each unit or section could take a prominent role. This approach would also ensure the more effective engagement of staff with gender expertise.
 - Improve gender competencies among ECCC staff: All staff should have a basic understanding of the extent and impact of GBV under the Khmer Rouge, and the gender related dimensions in their work. While other international tribunals provided gender-training opportunities for staff, such a program does not exist within the ECCC. Training should be institutionalized and ongoing to account for turnover and the changing work of the court.
 - Conduct staff development activities for female staff: Specialized training for female staff could foster women's engagement in more senior positions.
 - Review and revise staffing procedures to recruit more female staff in senior positions: At the ECCC, qualified female investigators are particularly important. There is further an urgent need for female interpreters.
 - Employ and/or prioritize social services staff with the experience to ensure a gender perspective during outreach work and in non-judicial and reparation measures. Planning and implementation of effective non-judicial measures requires recruitment strategies aimed at attracting staff with profiles and expertise in the gender and psychosocial field.
 - Maintain and enforce a written policy against sexual harassment: Develop or inform all staff on the organization's sexual harassment policy and maintain an effective complaint procedure that allows victims to file a complaint. Allow for the comprehensive investigation of each case and ensure appropriate action and follow-up.
 - Strengthen the position of the gender focal points: It cannot be emphasized enough that gender focal points need to be equipped with the necessary time, financial assets, and resources to effectively fulfill their gender mainstreaming tasks. In addition, gender focal points need detailed Terms of Reference with a clear description of their tasks.

- Conduct gender mainstreaming activities through the gender focal points: The overall objective of the gender focal points should be to advocate for greater attention to gender perspectives, and to provide advice on approaches to gender mainstreaming. Activities by the gender focal points could include:
 - ✓ Facilitate the development of a policy to be endorsed by senior management as a framework for gender mainstreaming.
 - ✓ Act as adviser on gender mainstreaming.
 - ✓ Represent the organization during events and workshops both at the national and international level where information on gender issues is requested.
 - ✓ Monitor evolving gender mainstreaming needs, and revise strategies as needed over time.
 - ✓ Develop mechanisms of regular gender monitoring and reporting.
 - ✓ Collect and disseminate background information, guidelines and good practice examples on gender-sensitive transitional justice work.
 - ✓ Disseminate information on gender issues in the organization.
 - ✓ Conduct gender trainings either independently or through external consultants. Gender trainings should be open to partner organizations and NGO staff.
 - ✓ Support gender mainstreaming in the field:
 - Establish clear standards detailing the minimum procedures for reporting, referral and case management including the provision of psychosocial services such as counselling and access to SHGs.
 - Regularly communicate with outreach staff on the gender-related dimension of their work, provide guidelines and tools, and participate in outreach activities to gain knowledge and provide training.

Outcome 2: *Female survivors and GBV victims are provided with resources and effective Case Management that ensure their participation in court and outside of court, the stories of victims are heard, and they get perspective of their redress.*

19. The VSS, CDP and other NGOs in the transitional justice field are advised to continue their legal support for Civil Parties. Given the acute lack of Civil Party lawyers, it is clear that more time and resources are required to ensure Civil Parties' knowledge on their case and the court's proceedings. Legal counselling could be considered a core responsibility of the court and should therefore be provided with additional financial and human resources by the ECCC.
20. Transitional justice NGOs are advised to make additional efforts in the training of Civil Party Representatives, a particularly effective way to multiply training efforts and foster knowledge development on the ECCC. These representatives/facilitators could also be trained in conflict resolution, non-violent communication, dialogue facilitation, and mental health support. Local facilitators could then use their skills to facilitate community dialogues on gender-related issues. Civil Party representatives could also be empowered to facilitate the design of community-based memorialization and awareness raising initiatives, in particular to educate youth about the past. However, it is important that Civil Party representatives are equipped with financial resources, outreach material, and follow-up training.
21. With regard to the invitation of Civil Parties to the court, the VSS is advised to review the project's practice in selecting Civil Parties for their visit to the court. A clear invitation strategy should be designed to ensure the inclusion of especially disadvantaged Civil Parties. This invitation strategy should also be communicated to those Civil Parties who are not invited to the court in order to prevent feelings of exclusion.

Outcome 3: Female Civil Parties and victims of GBV improved their mental well-being and mutual support.

22. TPO is advised to make additional efforts in the training of SHG facilitators. Local facilitators should be trained in facilitation skills, mental health support, and advocacy/awareness raising skills. These volunteers could then use their skills to facilitate the SHGs, support survivors of GBV, and conduct community dialogues on pressing social issues. As already mentioned with regard to the Civil Party representatives, it is essential to equip local facilitators with resources, funding, and follow-up training to be effective.
23. A further area of involvement could include specialized mental health training for local GO/NGO stakeholders and medical staff. Such training should focus on the identification of people with mental health needs, and their effective referral to professional services.
24. Moreover, TPO is advised to engage more effectively in mental health advocacy activities on the national/regional level. Indeed, further progress with regard to the rehabilitation of Khmer Rouge survivors will be closely linked to the wider availability of public mental health services.
25. In any future transitional justice program, the VSS is advised to ensure additional psychosocial services by professional psychological staff. With limited financial and human resources, TPO Cambodia is not able to extend its services to all Civil Parties in need.
26. Future projects could include additional mental health training for legal staff. This would enable them to better deal with potentially traumatized individuals, and to refer them to appropriate services.

Outcome 4: Women and men have demonstrably increased their understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.

27. The VSS, CDP and TPO are advised to continue their dissemination of experiences and project material among NGOs and other stakeholders in- and outside the transitional justice field. The partners could, for instance, link the website more effectively to transitional justice networks, databases or institutions, or strengthen knowledge exchange with NGOs from other countries. Moreover, the website could be translated into Khmer.
28. Awareness raising could also be more targeted towards selected Government stakeholders. The partners could, for instance, compile information packages and/or facilitate meetings between Government stakeholders and survivors. Other opportunities include collaborations with the Parliamentary Institute of Cambodia and the Office of the United Nations High Commissioner for Human Rights to get access to and raise awareness among parliamentarians.
29. The partners could further consider collaborative research projects with other NGOs or research institutions to raise awareness, and strengthen collaboration and research on the issue of GBV under the Khmer Rouge.
30. In order to address the lack of media interest, the partners could collaborate with UN Women's media partners such as the Cambodian Center for Independent Media.
31. The Public Affairs Section (PAS) of the ECCC is advised to produce and share additional information on GBV under the Khmer Rouge, and related activities of the court. To this end, PAS could make use of the comprehensive video and radio productions of this project.
32. TPO Cambodia is advised to consider the development of SHGs into Women's and Men's Action Groups that engage in awareness raising and advocacy activities.

Impact

33. Reparation and non-judicial measures should seek to address both the causes and consequences of human rights violations and operationalize principles of gender equality, non-discrimination and victim participation to have transformative impacts on survivors, communities and the Government.

Sustainability

A number of recommendations that would enhance the effectiveness of this or any similar projects also serve to enhance the sustainability of such projects:

34. Any transitional justice measure should aim to empower GBV survivors to advocate for their own interests. This requires the comprehensive use of participatory processes and tools. NGOs might also provide training to survivors and their representatives to build capacities in the areas of awareness raising and advocacy work.
35. TPO and CDP are advised to engage in additional advocacy efforts to further strengthen the commitment of the Government, the ECCC, donors and NGOs to provide services for survivors of GBV.
36. The VSS is advised to engage in dialogues with the Government to ensure its support in the area of victims' support.
37. In order to keep GBV under the Khmer Rouge on the agenda, TPO and CDP are advised to further maintain the project's internet platform, and continue with the dissemination of project's outputs and research results.

Efficiency

38. In any future project, the project partners are advised to engage in collaborative monitoring mechanisms, and to share interim monitoring results between the progress reports.

Knowledge Development

39. As mentioned in the recommendations under Outcome 4, the partners are advised to continue their dissemination of experiences and project material.

2. PROJECT CONTEXT

THE KHMER ROUGE REGIME

From 1975 to 1979, the Khmer Rouge were responsible for one of the worst mass killings in the 20th century. It is estimated that approximately 1.7 million people died, from execution, torture, forced labor, starvation, and disease during this time. Among those who were systematically killed, were Buddhist monks, ethnic minorities, opposing members of the Communist Party, and anyone who was identified as being educated, wealthy or linked to the former Lon Nol regime. In their aim to create a utopian, agrarian society based on a blend of nationalist and communist ideas, the Khmer Rouge imposed radical political and social changes. These included the prohibition of religious practices and private property, the separation of families, forced marriages, and obligatory labor in collectives. People were systematically driven out of urban centers, and schools, cultural institutions, and pagodas were destroyed or turned into prisons and torture centers. Life was characterized by the constant fear of death, and the deprivation of food, necessities, and medical treatment.¹

After a series of aggressions against neighboring Vietnam, a coalition of Vietnamese and former Khmer Rouge troops seized Phnom Penh, and forced the Khmer Rouge to retreat into the country side. A Vietnam-backed regime then ruled from 1979 to 1991. After a two-year UN peacekeeping mission, free and fair elections in 1993 resulted in a new Government composed of the Royal FUNCINPEC and the Cambodian People's Party. The Khmer Rouge, however, survived until 1996, operating in western Cambodia and from bases in Thailand, from where they continued to wage an insurgency joined by other resistance movements and with considerable international support.

GENDER-BASED VIOLENCE UNDER THE KHMER ROUGE

Few survey results are available on the impact of GBV under the Khmer Rouge, however, one early study from 1993 estimates that up to 17% of all respondents had experienced rape or other forms of sexual abuse.³ Additional research results by a team of researchers of CDP in 2006 led by Kasumi Nakagawa detailed findings in the areas of forced marriage and rape, and other forms of gender-based crimes.⁴ Two additional groundbreaking surveys by CDP were led by Katrina Natale in 2011 on the nature and characteristics of GBV under the Khmer Rouge, and by Rochelle Braaf in 2014 on the extent and forms of GBV against ethnic minorities under the Khmer Rouge.

Among respondents in one of the above-mentioned surveys, among Cambodians who survived the Khmer Rouge, 65.4% were aware of rape perpetrated by Khmer Rouge cadres, and 28.8% of all respondents were direct witnesses.⁵ Forms of GBV included gang and mass rapes, rapes with foreign objects, sexual mutilation, rape through sexual exploitation and sexual slavery, survival sex, forced nudity, and attempted rape. Numerous survivors also report the public display of naked bodies or sexual

1 Chandler, D. P. (1979). The tragedy of Cambodian history. *Pacific Affairs*, 410–419.

2 Chandler, D. P. (1998). The burden of Cambodia's past. *Cambodia and the International Community: The Quest for Peace, Development, and Democracy*, 33–47.

3 Mollica, R. F., Donelan, K., Tor, S., Lavelle, J., Elias, C., Frankel, M., & Blendon, R. J. (1993). The effect of trauma and confinement on functional health and mental health status of Cambodians living in Thailand-Cambodia border camps. *JAMA*, 270(5), 581–586.

4 Kasumi, N. (2007). Gender-based violence during the Khmer Rouge regime: stories of survivors from the Democratic Kampuchea (1975-1979). Nakagawa Kasumi.

5 Natale, K. (2011). *I Could Feel My Soul Flying Away From My Body - A Study on Gender-Based Violence During Democratic Kampuchea in Battambang and Svay Rieng Provinces*.

organs, the cutting off of women's breasts, and acts of cannibalism following rape and execution. Rape happened before, during and after the Khmer Rouge regime. The practice varied according to geographic location and the period of the Khmer Rouge regime, with more mass rapes taking place early and later in the regime, and in regions where systematic purges of the population took place. Rape mostly occurred at killing sites, Khmer Rouge facilities such as re-education camps, labor cooperatives and prisons, but also in sleeping rooms, fields, and forests. There is evidence, that the occurrence of rape was well known to the Khmer Rouge leaders, and most perpetrators reported were Khmer Rouge cadres. Perpetrators comprised men in various positions, including local militia, soldiers, and unit chiefs. However, the Khmer Rouge leaders took few steps to prosecute or punish officials who committed gender-based crimes. Most victims were women; however, sexual violence was also committed against men. Victims originated from all sectors of society; however, some research suggests⁶ that ethnic minorities such as the Vietnamese, Cham and ethnic Chinese have been specifically targeted, and that almost two thirds of the respondents from ethnic minorities directly experienced, and a large majority had witnessed or heard about some form of sexual violence.

However, despite the above-mentioned evidence, rape outside of forced marriage was long viewed as a rare incident. This assumption was largely based on the understanding that the Khmer Rouge policy 'Code No. 6' prohibited sexual relations between unmarried couples. However, there is now strong evidence that this policy was not an effective deterrent for rape and other forms of sexual abuse. Instead, it allowed perpetrators to act behind a wall of impunity, because victims were unable to report any assaults without risking punishment or death.⁷

One important form of GBV that received considerable attention was the practice of forced marriage during the Khmer Rouge time. Among a number of publications on this issue⁸, the most disputed is probably a study by Peg Levine that comprehensively addressed different forms of abuse and suffering in marriages under the Khmer Rouge, but did not define these marriages as forced.⁹

In 2014, TPO Cambodia conducted an in-depth study by de Langis, Strasser, Kim and Taing¹⁰ looking at the impact of forced marriages over time, from the Khmer Rouge period until today, demonstrating long-term negative psychosocial, physical, economic and socio-cultural consequences. According to the study results, under the Khmer Rouge, families were split apart in an attempt to break family ties. Sexual encounters outside of marriage were forbidden, and people were forced to marry in mass ceremonies. People who did not submit to this policy usually faced death. Survey respondents reported being watched by the Khmer Rouge at night to ensure consummation, and nearly one-quarter (24.5%) of all forced marriages are reported to have involved marital abuse. Study results point to the increase of the population as one motivation for forced marriages. A great majority of all forced marriages (76.2%) are reported to have resulted in the birth of children, with nearly half of respondents (44.9%) having four or more children. In addition, one study interview suggests that ethnic minorities were forcefully married with people of Khmer origin to distinct their religion and culture.

More than half of the respondents (53.1%) remained in their forced marriages, and the majority (70.0%) of those who separated eventually remarried their former partners. Remarriages were largely motivated by children born in the marriage, but also due to women's stigmatization and poverty after the

6 Braaf, R. (2014). Sexual violence against ethnic minorities during the Khmer Rouge regime.

7 De Langis, T. (2014). A New Reading of Code #6, the rule against "immoral offenses" under the Khmer Rouge regime. *Cambodia Law & Policy Journal*, 3.

8 Heuveline, P., & POCH, B. (2006). DO MARRIAGES FORGET THEIR PAST? MARITAL STABILITY IN POST-KHMER ROUGE CAMBODIA. *Demography*, 43(1), 99–125.

9 Levine, P. (2010). *Love and Dread in Cambodia: Weddings, Births, and Ritual Harm Under the Khmer Rouge*. Singapore: NUS Press.

10 De Langis, T., Strasser, J., Kim, T., & Taing, S. (2014). *Like ghost changes body: A study on the impact of forced marriages under the Khmer Rouge regime*.

separation. Many of the forced marriages that remained intact are described as dysfunctional, with more than half (52.9%) of the survey participants reporting domestic violence.

THE EXTRAORDINARY CHAMBERS IN THE COURTS OF CAMBODIA

In 1997, the Cambodian Government requested the United Nations to assist in prosecuting the senior leaders of the Khmer Rouge. In 2001, the Cambodian National Assembly passed a law to create the ECCC, a court to try the most serious crimes committed during the Khmer Rouge regime.¹¹ The ECCC allows for an exceptional level of cooperation between the UN and the Cambodian Government. Cambodian as well as international criminal law is applied and staff throughout most sections of the ECCC is recruited from national and international experts. Survivors may participate as 'Civil Parties' with additional rights in the court's proceedings, and can claim collective and moral reparations. In addition, the court established so-called 'non-judicial measures', an additional mechanism to provide all Khmer Rouge survivors with some form of justice regardless of their status before the ECCC and the crimes charged. These measures can be implemented outside of the judicial proceedings of the ECCC, and they are separate from the court's reparation projects, which are decided by the judges in a case verdict. Thus, non-judicial measures are initiatives designed and implemented for the benefit of all survivors of the Khmer Rouge regime. The above-mentioned innovations have been praised as historic steps forward towards national ownership and the improvement of victims' rights.¹²

In Case 001, 76 Civil Parties were recognized in the final judgment. On 3 February 2012, Kaing Guek Eav, better known as 'Duch', the former director of the Khmer Rouge S-21 torture center in Phnom Penh, was found guilty of crimes against humanity and grave breaches of the Geneva Conventions of 1949. The Trial Chamber then decided to separate the charges in Case 002 into a series of smaller trials. In Case 002/01, Nuon Chea, former Chairman of the Democratic Kampuchea National Assembly and Deputy Secretary of the Communist Party of Kampuchea, and Khieu Samphan, former Head of State of Democratic Kampuchea, were found guilty of crimes against humanity, grave breaches of the Geneva Convention and genocide, and sentenced to life imprisonment. The originally accused in Case 002 further include Ieng Thirith who was released from prison in September 2012 after being diagnosed with Alzheimer's disease, and Ieng Sary, who died in March 2013.

GENDER-BASED VIOLENCE BEFORE THE EXTRAORDINARY CHAMBERS IN THE COURTS OF CAMBODIA

Despite ample research supporting the prevalence of GBV under the Khmer Rouge and numerous efforts by Civil Party lawyers to include these crimes before the ECCC¹³, GBV has long played a limited role at the court. In Case 001, for instance, only one charge of rape was brought against the defendant of which he was found guilty as a crime against humanity on 26 July 2010, and charges in Case 002/01 were focused on the forced movement of the population from Phnom Penh and other regions, and alleged executions of soldiers at the Toul Po Chrey execution site.¹⁴ On-going Case 002/02, however, includes one specifically mentioned form of GBV, namely 'forced marriage' in its indictment, as well as rape inside the context of forced marriage nationwide. Rape outside the context of forced marriage is considered as an 'other inhumane act' and not specifically listed as a separate crime. On April 24, 2014,

¹¹ <http://eccc.gov.kh/en/about-eccc/introduction>

¹² Poluda, J., Strasser, J., & Chhim, S. (2013). Justice, healing and reconciliation in Cambodia.

¹³ <http://www.civilparties.org/>

¹⁴ <http://www.eccc.gov.kh/en/case/topic/2>

the International Co-Prosecutor filed a supplementary submission requesting the investigation of GBV as well as forced marriage in key districts under investigation in Case 004. The allegations include forced marriages, but also rape and other forms of sexual violence outside the context of forced marriages.¹⁵

3. DESCRIPTION OF THE PROJECT

The VSS has been created to ensure the meaningful participation of victims in the legal proceedings of the ECCC, and to coordinate the design and implementation of reparations and non-judicial measures in collaboration with the Lead Co-Lawyer Section of and along with organizations external to the ECCC. In compliance with the ECCC's Internal Rule 12, non-judicial measures aim to address broader interests of victims than the ECCC's judicial or reparation measures, which have to be linked to the specific crimes by the accused. The project under evaluation by the VSS, CDP and TPO Cambodia constitutes the first and most comprehensive non-judicial measure by the ECCC that has been developed in preparation of Case 002, the ECCC's second and most important trial, which i.e. addresses forced marriage and rape in the context of forced marriage. By establishing this non-judicial justice project, the project partners VSS, CDP and TPO Cambodia intended to improve access to justice, healing and truth for female survivors and victims of GBV under the Khmer Rouge regime. The project further aimed to raise awareness on this issue, and to promote gender equality in order to prevent gender-based violence in society today.

The project has been designed and implemented in a collaborative effort by VSS of the ECCC, CDP and TPO Cambodia. The duration of the project covered a period of 37 months from Oct 2011 to Nov 2014. The intervention reached female and male survivors of GBV under the Khmer Rouge and in particular Civil Parties at the ECCC, legal professionals at the ECCC and from the national judiciary, NGO staff, Civil Party representatives, researchers, and the general public. Secondary beneficiaries included Civil Parties' community members, families and friends. The target locations of the project comprised the ECCC in Phnom Penh, and project sites in fifteen Cambodian provinces. The overall project budget was US\$ 823,850, with a contribution of US\$ 632,523 US\$ by the UNTFVAW and 191,328 US\$ by the project partners.

The overall goal of the project was that 'Female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence, fully enjoy and exercise their transitional justice rights, namely the right to truth, to criminal justice, to rehabilitation and to non-recurrence'.

To this end, the project planned for the following outcomes, Outputs and activities:

Outcome 1: *The ECCC and NGOs improve their gender-sensitivity in operations and activities. Educational institutions for judicial professionals are more aware of gender needs.*

Output 1.1: Staff of the ECCC, NGOs and educational institutions has demonstrably increased their knowledge related to gender-sensitive judicial and non-judicial measures.

Activities:

- Provide a one-day workshop for app. 40 staff members from OCP, the Defense, and CP lawyers on the gender related aspects of witness preparation and interrogation; provide follow-up workshop in year 2
- Provide (external consultant) a one-day training session for 40 staff members

¹⁵ <http://www.eccc.gov.kh/en/articles/international-co-prosecutor-requests-investigation-alleged-sexual-and-gender-based-violence>

from VSS, WESU and Outreach NGOs focusing on gender-sensitive CP support services before, during and after trial attendance, skills to facilitate gender-sensitive meetings between lawyers and their client, and gender-sensitive outreach measures; provide two follow-up trainings in year 2 and 3.

- Facilitate the establishment of the high-level position of one gender focal point at the ECCC in order to improve gender mainstreaming
- 1 Gender community kick-off workshop: Conduct (external consultant) a one-day workshop participants of NGOs and governmental institutions from the TJ and Gender field to prepare Thematic Gender Working Groups
- Thematic Gender Working Groups: Prepare and implement (VSS, CDP, and TPO) 11 thematic gender workshops for NGOs with the goal to improve knowledge sharing and to assess and develop response strategies to gender related challenges in the TJ process.
- Conduct a kick-off workshop with representatives of the Lawyers Training Centre and the Royal Academy for Judicial Professionals to discuss the development and integration of a gender-training component in the institution's curriculums.
- Conduct follow-up workshops that focus on the development, review and implementation of the gender-training module.

Outcome 2: *Female survivors and GBV victims are provided with resources and effective Case Management that ensure their participation in and outside the court, the stories of victims are heard, and they get perspective of their redress.*

Output 2.1: Female Civil Parties and GBV survivors are legally represented and have the logistic means to attend the trials.

Activities:

- Provide logistic support for approximately 500 females Civil Parties and GBV survivors to attend the hearings at the ECCC.

Output 2.2: Female Civil Parties and GBV survivors have strengthened their legal knowledge in the legal proceedings.

Activities:

- Provide legal support for approximately 600 female Civil Parties and victims of GBV by facilitating meetings with their legal representatives.
- Implement workshops with approximately 100 CDP clients for legal up-date, mental health training and trust building, which build up on previous regular client meetings implemented by CDP since 2010.
- Civil Party National Forums.
- Train approximately 200 male and female Civil Party representatives on GBV under the Khmer Rouge and today, and on the gender-related aspects of the ECCC's laws, policies and action plans. Integrate training on gender awareness raising techniques and provide Civil Parties with resources and tools for independent awareness raising activities.

Outcome 3: *Female Civil Parties and victims of GBV improved their mental well-being and mutual support.*

Output 3.1: Female Civil Parties and victims of GBV have better access to psychological and psychiatric treatment and a better understanding of their mental health issues.

Activities:

- Establish approximately 15 regional self-help groups facilitated by TPO Cambodia and Civil Party representatives for female and male survivors of GBV.
- Provide psychological and medical treatment for approximately 60 female Civil Parties and GBV victims with further psychological needs.
- Upgrade TPO Cambodia's Client database.

Outcome 4: *Women and men have demonstrably increased their understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.*

Output 4.1: Women and men engage in public dialogues on GBV under the Khmer Rouge and its implications for Cambodian society today.

Activities:

- Conduct two national 'Women's Truth-Telling Forums' as a space for truth-telling and public awareness raising on GBV under the Khmer Rouge and women's rights today.
- Conduct community-based truth telling and dialogues.
- Conduct a regular nationwide radio program on GBV under the Khmer Rouge, experiences of women and men who combat GBV, the progress of legal proceedings by the ECCC, and its implications for gender issues in Cambodian society today.

Output 4.2: Information on GBV under the Khmer Rouge, women's rights, and 'good practice' examples for gender-sensitive transitional justice measures is documented and accessible to public.

Activities:

- Produce and disseminate film productions and/or photographic documentation that raise awareness on gender related crimes under the Khmer Rouge and today.
- Develop a standard format for documenting and assessing gender-sensitive transitional justice practice, disseminate among NGOs/beneficiaries and ask for its publication on the project's internet platform.
- TPO Cambodia's research unit conducts a study to gather information about types and practices of GBV under the Khmer Rouge as well as to explore after-effects of the violence and coping strategies of survivors. The research further evaluates some aspects of the project's impact on Civil Parties.
- Establish and administer an internet platform to provide information on women under the Khmer Rouge and today, GBV in conflict, the objectives of and the recent developments at the ECCC, as well as to document and share gender-sensitive transitional justice practice.
- Publish audio-visual material, research results, evaluation reports and a collection of 'good practice' examples on the program's internet platform and through other electronic networks to ensure they reach all key audiences,

- including beneficiaries and transitional justice practitioners outside the country.
- Invite the Special Rapporteur on Violence against Women during her next country visit, to share knowledge and to present preliminary program results.

4. PURPOSE OF THE EVALUATION

This evaluation aimed to serve the dual purpose of enhancing accountability and learning. Thus, the primary purpose of this evaluation was to assess progress made towards the achievement of the project's goal and specific objectives, as well as to identify gaps and lessons learned. The secondary purpose of this evaluation was to enable reflection and assist in the identification of priorities for future change.

5. EVALUATION OBJECTIVES AND SCOPE

EVALUATION OBJECTIVES

The evaluation objectives as agreed upon during the inception stage were:

- To evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability, impact and knowledge development.
- To generate key conclusions and identify lessons learned.
- To provide recommendations that may be used in future programming.

GEOGRAPHICAL COVERAGE OF THE EVALUATION

Eighteen communities in Phnom Penh, Kampot, Kep, Kampong Speu, and Takeo provinces. The selection of the target provinces was largely based on the availability of direct beneficiaries from the project's diverse activities in these provinces. Additional selection criteria included the high number of Civil Parties and other Khmer Rouge survivors in these regions.

KEY RESPONDENTS OF THE EVALUATION

The evaluators made special efforts to search for and speak with Civil Parties who are marginalized and/or live in remote regions. Fieldwork was conducted in November 2014 and 133 persons were consulted, through 83 semi-structured and nine unstructured individual interviews, and in 8 Focus Group Discussions (FGD). In order to differentiate the impact by the partners' activities, semi-structured interviews were conducted with a small sample of clients from each partner organization, clients who received services by two or all partner organizations, as well as with Civil Parties, Civil Party applicants and other survivors who did not receive services through this project. In addition, interviews were conducted with primary and secondary beneficiaries of all project activities and a number of external stakeholders.

Primary beneficiaries:

- Survivors of GBV under the Khmer Rouge and female Civil Parties in Case 002
- ECCC staff
- NGO staff
- Judicial Professionals including Civil Party lawyers

Secondary beneficiaries:

- The general public
- Media representatives
- Government stakeholders
- External experts

EVALUATION CRITERIA AND QUESTIONS

The evaluation criteria and questions as agreed upon during the inception stage are:

Relevance: Whether the project goal and outcomes are in line with the needs and aspirations of the beneficiaries, and with the context of the project

1. To what extent were the project goal and outcomes relevant in responding to the needs of female survivors of the Khmer Rouge regime, in particular of survivors of GBV?
2. Are the project goal and outcomes still relevant in responding to the needs of female survivors of the Khmer Rouge regime, in particular of survivors of GBV?
3. Could any additional needs be identified?

Effectiveness: The degree to which Outputs and outcomes of the project have been achieved.

4. To what extent were the intended project outcomes and Outputs achieved and how? To what extent did the project reach the targeted beneficiaries at the outcome and Output levels? How many beneficiaries have been reached?

Impact: Whether there has been a change towards the achievement of the project goal as a consequence of the achievement of the project outcomes. Both intended and unintended impacts are reviewed.

5. To what extent did the project contribute to the project goal?
6. What other intended and unintended consequences resulted from the project for female survivors of the Khmer Rouge regime, in particular for survivors of GBV?

Sustainability: The degree to which the benefits produced by the project continue after the external assistance has come to an end.

7. Which results are likely to be sustained after this project ends, especially the results for female Khmer Rouge survivors, in particular survivors of GBV?

Efficiency: The relationship between the results and means i.e. whether the process of transforming the means into results has been cost-effective

8. Was the project implemented in a timely manner, in accordance with the work plan?
9. How efficient were management and coordination for the project?

Knowledge Development:

10. What documentation of project activities, new knowledge and practice has been conducted?

Recommendations:

11. What are the key lessons learned that could be shared with other practitioners to enable female survivors of civil war, in particular survivors of sexual and gender-based

- violence, to fully enjoy and exercise their transitional justice rights?
12. Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects?
 13. What elements of the project (in order of priority) should continue if further funding becomes available?

6. EVALUATION METHODOLOGY

EVALUATION APPROACH

The evaluators based their conceptual efforts during the evaluation design period on their experiences gained in similar assignments in Cambodia. Thus, the evaluation used a participatory (1) and utilization focused (2) approach as conceptual background.

A Participatory Approach

The evaluators carried out their tasks in close and continuous collaboration with concerned staff. This referred to all processes of the evaluation in order to ensure that the opinions, ideas and interests of staff members are adequately included and considered. The evaluation further ensured opportunities for reflection on the key evaluation questions and methodology, and the evaluation proceedings and Outputs, giving the opportunity to adjust the evaluation work. In doing so, the evaluators aimed to create ownership for the results of the evaluation.

During fieldwork, the evaluation was carried out with ample use of participatory evaluation methods usually associated with participatory rural appraisal or participatory action research. These included semi-structured interviews, focus group discussions, informal interviews, observational participation and site visits.

A Utilization-Focused Approach

The evaluators were especially concerned with ensuring that the results of the evaluation are used effectively. All too often, evaluation findings and recommendations are not integrated in humanitarian action. Thus, the evaluation followed a 'utilization focused' approach, whereby the intended use of findings and recommendations was taken into account. The evaluators therefore put special emphasis on drawing conclusions and making recommendations based on the findings. In addition, the evaluators conducted a comprehensive presentation of the key findings in the draft evaluation report. Here, key findings and recommendations from the evaluation were discussed among project staff and key stakeholders. The objective was to use this opportunity for a veritable learning process, and to collect further feedback on the evaluation results. In addition, the draft report has been internally discussed in each partner organization, and written feedback has been collected from former and current project staff.

During follow-up, the evaluators will conduct a presentation of the evaluation results at the UN country office Cambodia. The evaluators will further clarify with the project partners on how to publish and disseminate the evaluation results. After final review and approval of the report, the project partners will prepare the management response to key recommendations of this report during a learning and planning event. The key findings and recommendations of this report may also be presented during planning events for the ECCC's reparation and non-judicial measures.

ETHICAL CONSIDERATIONS

Evaluators have the responsibility to consider not only the evaluation objectives but also the risks related to an evaluation. This is particularly true in the area of gender-based violence due the sensitive nature of beneficiaries' situation. Thus, the evaluation was conducted in accordance with the 'Ethical Guidelines for Evaluation' by the UN Evaluation Group.¹⁶ Preserving the anonymity and confidentiality of informants was particularly important to ensure respondents' protection. Moreover, the evaluators paid attention to whether the evaluation would lead to the exclusion of any stakeholders or target group. To this end, the evaluators made special efforts to search for and speak with Civil Parties who live in remote regions or community locations and who are particularly poor or marginalized. Beneficiaries who asked for assistance were referred to or provided with information on services and sources of support. Last but not least, the evaluators assured to store all information collected securely.

INCEPTION STAGE

The inception stage started as soon as the evaluation consultants were engaged. During the inception stage, the evaluators consulted all relevant management and monitoring documents to acquire a comprehensive knowledge of the project. Particular emphasis was given to an analysis of the project's baseline studies and mid-term evaluation results. The evaluators then reviewed the Terms of Reference and the logical framework, and re-assessed the evaluation objectives and questions.

The evaluators then finalized the methodological design and defined their approach to each evaluation question in an evaluation matrix. This evaluation tool indicates how the information collected will be organized, classified, and compared relative to the evaluation questions to allow for a structured and logic chain analysis. The main components of the evaluation matrix include (i) the evaluation criteria, (ii) the key evaluation questions, (iii) judgment criteria, (iv) evaluation indicators, (v) sources of information, and (vi) the data collection methods and tools.

The evaluators focused on a limited number of evaluation questions, which provide information on five OECD/DAC criteria (relevance, effectiveness, efficiency, sustainability and impact). In addition, the evaluators were asked to assess the knowledge generation by the project, and to what extent documentation of project activities, new knowledge and practice has been conducted. All evaluation questions have been discussed and agreed upon during an inception meeting before the start of the data collection and analysis phase. The evaluators then reviewed the evaluation design and work plan, and produced interview and focus group discussion guides, and detailed interview guidelines specifying all evaluation tasks, together with a time schedule and quality requirements.

DATA COLLECTION AND ANALYSIS STAGE

Primary data collection began with a series of interviews with external stakeholders and partner staff. Additional data was obtained through semi-structured interviews, focus group discussions (FGDs), informal interviews, observational participation and site visits during extensive field missions to Kep, Kampot, Kampong Speu and Takeo province. The evaluators' participatory approach and local knowledge contributed to trust and ownership, so that comprehensive information could be obtained. The FGDs enabled open discussions, reinforced links with the community, and thereby helped to create

¹⁶ <http://www.unevaluation.org/document/detail/102>

a climate of trust. However, they also masked the views of some participants who did not dare to speak out. The evaluators therefore focused on in-depth semi-structured interviews that allowed for the development of a more intimate dialogue, and created ideas and findings that had not been expressed in the larger group settings. In order to differentiate the impact by the partners' activities semi-structured interviews were conducted with a sample of clients from each partner organization, as well as Civil Parties and other survivors who did not receive services through this project. With regard to Khmer Rouge survivors who directly benefited from the project, interviews were conducted with Civil Parties who were invited to and received counseling in and outside the court, Khmer Rouge survivors who participated in the project's national and provincial outreach forums including the 'Women's Hearings', self-help group members, individual counselling clients including those who participated in the project's 'Testimonial Therapy' approach, community forum/dialogue and forum theatre participants, beneficiaries of the project's psychiatric services, and listeners/spectators of the project's radio shows and audio-visual productions. Additionally, semi-structured interviews were conducted with community stakeholders such as village chiefs, district counsellors, teachers, monks/achars, police, and local NGOs. Activities outside of Phnom Penh further included interviews with local Civil Party representatives, which served to inform a wider number of beneficiaries on the objectives of the evaluation, and helped to generate additional ideas for the field mission. In Phnom Penh, the evaluators conducted semi-structured interviews with Civil Parties and their representatives, Civil Party Lawyers, GO and NGO representatives, ECCC staff from most sections of the tribunal, media representatives and external experts. Phone interviews were conducted with former international advisors of the partner organizations and other international stakeholders. The evaluation further made use of observational participation in one Woman's Hearing, two training workshops for ECCC and NGO staff, one outreach forum by the VSS, and one SHG post-assessment by TPO Cambodia. Site visits were carried out to local 'killing fields', pagodas and other memorialization sites, the ECCC and TPO Cambodia's mental health clinic in Phnom Penh.

Secondary data such as survey and evaluation reports, project documents and monitoring results was collected from sources like the partners' websites and databases and the project's internet platform. Efforts were also made to collect and analyses all financial monitoring documents. In addition, a systematic analysis of background literature was carried out.

After data collection during field mission, the evaluators transcribed and formalized all findings, proceeded with a systematic analysis, and synthesized all findings, conclusions and recommendations into an overall draft evaluation report. Findings and results from the draft report were then discussed during a presentation with the project's partner staff at TPO Cambodia's headquarter in Phnom Penh, and all written feedback was consolidated and incorporated in the final evaluation report. During follow-up, the evaluators will conduct a presentation of the evaluation results at the UN country office Cambodia. The evaluators will further clarify with the project partners on how to publish and disseminate the evaluation results.

CHALLENGES AND LIMITATIONS OF THE EVALUATION

The evaluators conducted a situational analysis ahead of the fieldwork to clarify the available scope of action, the willingness to change, and the range of interests of those involved as well as organizational and logistic matters. In this way, unexpected challenges and consequences could be better anticipated.

Yet, the evaluation has been complex and challenging, in particular due to the diverse working fields and target beneficiaries addressed by the project, and the multitude of stakeholders involved. To some extent, gender and power-related dimensions challenged the evaluation process as they polarized perspectives so that the same questions and findings were subject to differing interpretations. Getting access to informants and data collection has also been difficult because the evaluation was seen as a potential danger at times. Organizational and logistic arrangements were particularly challenging when

conducting interviews and focus group discussions with Civil Parties because most Civil Parties could not be contacted by phone, and thus much time was lost to locate their homes. Additional organizational challenges included the dense schedule of many interview partners in this work-intensive period of the year. The above-mentioned constraints led to some delays in this evaluation. The evaluators responded with additional efforts and working days to complete the evaluation as planned.

DELIVERABLES BY THE EVALUATION TEAM

An inception report has been prepared by the evaluators before going into the full data collection stage. It details the evaluators' understanding of what is being evaluated and why, and demonstrates how each evaluation question has been answered through judgment criteria, data sources, methods and tools. The inception report includes an evaluation matrix, a schedule of tasks, activities, and deliverables, a list of stakeholders to be consulted, and a bibliography of key literature and project documents.

The evaluators submitted a draft evaluation report for review and comments by all parties involved. The final evaluation report includes all feedback on the findings and recommendations of the draft report.

REPORT STRUCTURE

With regard to the report structure, a stand-alone executive summary offers an overview of the key evaluation findings along with a summary of the main conclusions and recommendations. Chapters 2 and 3 then provide an overview of the project context and an outline of the project objectives and activities. Chapters 4 – 6 relate to the purpose of the evaluation, the evaluation objectives and scope, and the evaluation methodology. Chapters 7 – 9 then present the findings, conclusions and recommendations against the four major outcomes of the project. The findings are presented in line with the DAC criteria. The more narrative report style as opposed to the use of terminology aims to facilitate understanding and learning. Moreover, special emphasis has been given to specific recommendations in order to facilitate the implementation of the report's recommendations. A set of annexes provides further insights into the evaluation methodology, the list of persons and institutions interviewed and sites visited, the list of supporting documents reviewed, and the CV of the evaluator.

DESCRIPTION OF THE EVALUATION TEAM

Mr. Julian Poluda has worked for 10 years as evaluation consultant and program development advisor in the fields of transitional justice, gender-based violence, mental health, refugees, harm reduction, reproductive health, and media development. His specialties include evaluations, donor identification and project design, and organizational development and training. He also likes to engage in oral history and participatory arts projects. Mr. Poluda has lived in Cambodia since 2008.

Ms. Sineth Siv has worked for 6 years as project manager of the APSARA Authority in Siem Reap, Cambodia. In her work, she is responsible for the design and coordination of community development projects. Specific tasks include project design, monitoring & evaluation, trainings, and the creation and facilitation of self-help groups.

Ms. Laura McGrew has worked for more than 20 years in post-conflict countries (Cambodia, Rwanda, Sri Lanka, Afghanistan, Nepal, etc.) on various types of human rights, reconciliation and coexistence projects. She completed a PhD in 2011, with a dissertation looking at community reconciliation in Cambodia, and has been doing a variety of conflict analyses, as well as research on transitional justice. Her specialties include proposal development, project design, training and facilitation, and project evaluation.

DIVISION OF RESPONSIBILITIES

Mr. Julian Poluda has the final responsibility for all aspects of the evaluation. He designed the evaluation methodology, data collection plan and tools, and collected all primary and secondary information. He analyzed and synthesized all findings, conclusions and recommendations in a draft report, and finalized the overall evaluation report.

Ms. Sineth Siv facilitated the qualitative interviews and focus group discussions, and participated in the analysis of the results. She was further responsible for the logistic arrangements during the field mission.

Ms. Laura McGrew provided technical backstopping throughout the evaluation. She gave direction to the planning and implementation of the evaluation methodology collaborated in the analysis of findings, conclusions and recommendations, and commented on the draft report.

7. FINDINGS

RELEVANCE

Evaluation Question 1: To what extent were the project goal and outcomes relevant in responding to the needs of female survivors of the Khmer Rouge regime, in particular of survivors of GBV?

1. Key finding: Survivors of GBV under the Khmer Rouge have long suffered a lack of attention by the Government, the ECCC, NGOs and the general public.

In Cambodia, the impact of GBV and gender inequality has led to comprehensive efforts in the areas of GBV prevention and response. However, very few initiatives address the diverse forms and impact of GBV under the Khmer Rouge. Contributing factors include the culture of silence and collective trauma after the Khmer Rouge, gender inequalities, and a lack of research in this area of work. It appears that the needs of survivors of GBV under the Khmer Rouge were long either overlooked or inadequately addressed.

In addition, female survivors of the Khmer Rouge faced numerous gender-related challenges in accessing justice in or outside the ECCC. VSS and its partners, TPO Cambodia and CDP, were therefore concerned that women and girls would not have access to the ECCC, and to the judicial and non-judicial justice measures, it is meant to deliver.

In view of these challenges, the project's goal to ensure that female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence, can fully enjoy and exercise their transitional justice rights was highly relevant.

In order to contribute to the project's overall goal, this project planned to address four major needs as demonstrated in its outcomes. The project's four outcomes are related to (i) gender mainstreaming, (ii) logistic measures and legal support, (iii) mental health services, and (iv) awareness raising/truth-telling. They attempt to strike a balance between mechanisms for dealing with the Khmer Rouge past and complementary support to the immediate work and mission of the ECCC. The project demonstrates consistency throughout the intervention logic.

2. Key finding: The ECCC, NGOs and educational institutions for judicial professionals lack a gender perspective in operations and procedures.

The first need addressed by this project has been the lack of gender sensitivity at the ECCC, as well as in NGOs and educational institutions for judicial professionals. For instance, the ECCC did not have a

specific gender unit, advisor or focal point to ensure gender sensitivity in its work. Gender-based crimes had not been the focus of a systematic and comprehensive investigation by the ECCC, and no female investigators or interpreters were present at the court. In addition, no complaint mechanism for sexual harassment in the workplace was in place. Moreover, according to the project's first baseline study on gender sensitivity at the ECCC, significant shortcomings were identified with regard to the inclusion of gender-based crimes in the mandate of the ECCC, the reference to international standards regarding gender discrimination and sexual violence in conflict, the analysis of the range of violations experienced by women and their impact, the inclusion of women in decision-making mechanisms, the integration and promotion of gender competences and expertise, and the provision of childcare. Partial shortcomings were identified in the areas of collection and analysis of sex disaggregated data, the design and implementation of initiatives to promote gender equality and empowerment, the communication with partners, the adoption of ICC rules and procedures related to gender-based crimes, the inclusion of staff with mental health expertise, the provision of psychosocial support, and the protection of beneficiaries from stigmatization and repercussion. The baseline report concluded that there was an 'urgent need to improve gender mainstreaming throughout all levels at the ECCC'.

According to the project's second baseline study on gender sensitivity in NGOs, few NGOs included crimes against women as a matter of core concern, or conducted conflict mapping exercises that document GBV. Significant shortcomings were identified regarding the inclusion of gender equality in NGOs' programs, the reference to international legal frameworks and standards on GBV, the promotion of gender competences, the provision of childcare, and the enforcement of sexual harassment policies. Partial shortcomings were identified in the collection and analysis of sex-disaggregated data, the inclusion of women as decision-makers, the participation of beneficiaries and stakeholders, psychosocial support, the protection of beneficiaries from backlash and stigmatization, and the representation of women in equal numbers among staff.

There was no specific assessment of the gender awareness in educational institutions for legal professionals; however, it was known that these did not offer trainings on GBV.

Given the above-mentioned challenges, the project's first objective to improve gender-sensitivity in operations and activities of the ECCC and NGOs, and to raise awareness of gender needs in educational institutions for judicial professionals was highly relevant.

With regard to Output 1.1, the project conducted activities to increase knowledge related to gender-sensitive judicial and non-judicial measures among ECCC and NGO staff, and Cambodian lawyers. As indicate above, there was a clear need to improve progress in this area of work. Thus, Output 1.1 was a highly relevant objective of the project.

3. Key finding: Civil Parties at the ECCC are not sufficiently provided with legal and logistic support.

A second major gap was the lack of adequate support mechanisms to ensure the meaningful participation of Civil Parties at the ECCC. The ECCC is the first internationalized tribunal that gives survivors additional rights allowing for their active engagement in the legal proceedings and the right to seek collective and moral reparations. In Case 001, the Trial Chamber accepted 76 applicants as Civil Parties. At this point, activities of the VSS included processing applications from Civil Parties, the provision of outreach forums and logistic arrangements such as transport for Civil Parties to the court. National NGOs provided most legal, psychosocial, and information services complementing the VSS's

work.¹⁷ According to evaluation results, these efforts successfully ensured the meaningful participation of Civil Parties in Case 001. In Case 002, 3,867 Civil Party applicants of whom 60% are women were recognized, a much larger number than in Case 001. This came at a time when the VSS and NGOs were faced with severe resource constraints due to a lack of funding by donors or the court. Consequently, there was a danger that Civil Parties in Case 002 would not be sufficiently represented through Civil Party lawyers, or engaged in outreach or psychosocial activities related to the court. Some Civil Party lawyers, for instance, had up to 500 clients making it impossible to keep all informed. In addition, the VSS had to rely on the volunteer support of a number of international Civil Party lawyers who were not continuously present in the country. This situation caused substantial dissatisfaction among Civil Parties, and thereby threatened the success of Civil Party participation in and outside the court. Thus, providing logistic and legal services for Civil Parties in Case 002 was a highly relevant objective (Outcome 2). As detailed above, it was equally important to secure legal representation and the logistic means to attend the trials (Output 2.1), and to improve legal knowledge among female Civil Parties and survivors of GBV (Output 2.2).

4. Key finding: The high level of traumatization among Civil Parties, stress factors at the ECCC and the lack of public mental health services severely affect survivors' mental health.

A third problem was the high level of traumatization among Civil Parties, and among survivors of GBV in particular. According to the results of a nationwide survey in 2007, Civil Parties before the ECCC have experienced more traumatic events than other Khmer Rouge survivors, and have higher rates of trauma symptoms.¹⁸ In addition, a recent survey on the extent and impact of GBV under the Khmer Rouge demonstrates that survivors of forced marriage continue to suffer from significant mental health problems related to their abuse, and report on a spectrum of trauma symptoms such as anger, fear and nightmares, depression and suicidal thoughts.¹⁹

There is further evidence that Civil Parties' participation at the ECCC can also cause stress detrimental to their mental well-being. Stress factors include the rules and bureaucratic procedures at the ECCC and the experience of repetitive accounts of traumatic events. Limited psychological expertise among ECCC staff and in some NGOs added to stress and feelings of disempowerment.²⁰ Despite comprehensive psychological services for the 76 Civil Parties in Case 001, funding constraints severely threatened the provision of comparable psychosocial support for the 3,867 Civil Parties in Case 002. The limited availability of public mental health services further contributed to the continuation of trauma symptoms. For the above-mentioned reasons it was highly relevant to improve the mental well-being of female Civil Parties and victims of GBV, and their mutual support as indicated in Outcome 3.

To this end, it was essential to provide better access to psychological and psychiatric treatment and a better understanding of mental health as indicated in Output 3.1.

17 Strasser, J., Poluda, J., Chhim, S., & Pham, P. (2011). Justice and healing at the Khmer Rouge tribunal: the psychological impact of civil party participation. *Cambodia's Hidden Scars. Trauma Psychology in the Wake of the Khmer Rouge*. Documentation Center of Cambodia, Phnom Penh, 149–170

18 Sonis, J., Gibson, J. L., de Jong, J. T., Field, N. P., Hean, S., & Komproe, I. (2009). Probable posttraumatic stress disorder and disability in Cambodia: associations with perceived justice, desire for revenge, and attitudes toward the Khmer Rouge trials. *JAMA*, 302(5), 527–536.

19 De Langis, T., Strasser, J., Kim, T., & Taing, S. (2014). Like ghost changes body: A study on the impact of forced marriages under the Khmer Rouge regime.

20 Strasser, J., Poluda, J., Chhim, S., & Pham, P. (2011). Justice and healing at the Khmer Rouge tribunal: the psychological impact of civil party participation. *Cambodia's Hidden Scars. Trauma Psychology in the Wake of the Khmer Rouge*. Documentation Center of Cambodia, Phnom Penh, 149–170.

5. Key finding: There was a clear lack of public awareness on gender-based crimes in this period.

Finally yet importantly, there was a clear lack of public awareness on gender-based crimes in this period, and a wider process of truth-finding on the issue of GBV under the Khmer Rouge was not in sight. However, according to a 2011 Berkley survey, support for truth-seeking was strong and in fact increasing; with a majority of respondents wanting to know more about what happened under the Khmer Rouge.²¹ For these reasons, the project's objective to engage women and men in public dialogues on GBV under the Khmer Rouge and its implications for Cambodian society today (Output 4.1) was highly relevant. For the same reasons, it was important to document and disseminate information on GBV under the Khmer Rouge, women's rights, and 'good practice' examples for gender-sensitive transitional justice measures (Output 4.2). These objectives were well suited to contribute to increased understanding on GBV under the Khmer Rouge, the causes for violence against women and women's human rights today (Outcome 4).

Evaluation Question 2: Are the project goal and outcomes still relevant in responding to the needs of female survivors of the Khmer Rouge regime, in particular of survivors of GBV?

6. Key finding: There is a continued need of projects and mechanisms to ensure that female survivors of the Khmer Rouge regime, in particular survivors of GBV, can fully enjoy and exercise their transitional justice rights.

The evaluators were asked if the goal and objectives of this project remain relevant, and if any follow-up activities should be planned. As detailed in the effectiveness and impact sections of this report, this project has been an important step towards improving justice, healing, and reconciliation for survivors of GBV under Khmer Rouge, and to improve women's participation in activities related to the court.

Despite these achievements, there is a continued need of projects and mechanisms to ensure that female survivors of the Khmer Rouge regime, in particular survivors of GBV, can fully enjoy and exercise their transitional justice rights. There are still very few projects that address this area of gender work, and the three partner organizations provide the majority of activities focusing on gender equality and the rights of survivors of GBV under the Khmer Rouge. In addition, the 2nd National Action Plan to Prevent Violence against Women (NAPVAW) does not foresee comprehensive action in this important area of gender work. Finally yet importantly, it is only now that the ECCC will comprehensively address GBV under the Khmer Rouge in its Case 002/02. The overall goal of the project therefore remains highly relevant.

7. Key finding: There is a need for additional and more comprehensive gender mainstreaming efforts at the ECCC, among NGOs and in educational institutions for judicial professionals.

As detailed in the effectiveness section of this report, this project has led to some progress towards improving gender sensitivity at the court. However, in view of the numerous gender mainstreaming needs, further progress requires a more long-term strategy and additional efforts from within the court.

21 Pham, P. N., Vinck, P., Balthazard, M., Strasser, J., & Om, C. (2011). Victim Participation and the Trial of Duch at the Extraordinary Chambers in the Courts of Cambodia. *Journal of Human Rights Practice*, 3(3), 264–287.

8. Key finding: There is a continued need for the provision of legal and logistic support services to allow for Civil Parties' meaningful participation at the court.

With almost 4000 Civil Parties in Case 002/02 at the ECCC, a significant reduction of funding to the VSS by international donors, and the decrease of activities by one national and one international NGO in the area of legal counseling for Civil Parties, it remains essential to provide female Civil Parties and survivors of GBV with resources and effective case management that ensure their participation in and outside the court. In particular, there appears to be an urgent need for legal representation and support, and to provide the logistic means to attend the trials. As detailed under Output 2.2 in the effectiveness section of this report, there is further evidence that Civil Parties require additional legal knowledge to effectively participate in the proceedings of the court. If these needs are not satisfied, widespread frustration among Civil Parties may undermine the Civil Party mechanism, and thus threaten the success of the ECCC.

9. Key finding: There is a continued need to support GBV survivors in dealing with the psychological consequences of their experiences under the Khmer Rouge and at the court.

In transitional justice work, psychosocial interventions are often not seen as an equally important component of the service package. As a result, psychosocial activities are constantly underfunded, and cannot even cover the most essential needs. This project is no exception from this rule. As detailed in the effectiveness chapter of this report, psychosocial interventions as conducted through this project had multiple positive effects with regard to rehabilitation, truth telling and the prevention of GBV. However, self-help groups could only be initiated for 150 Civil Parties, and only 35 Civil Parties in Case 002 have been provided with individual therapeutic support. Having in mind the high level of trauma symptoms among the almost 4000 Civil Parties in Case 002 and the risk of (re-)traumatization through their participation at the court, the limited availability of psychological services is alarming.

Activities under Outcome 3, which aim to improve female Civil Parties and GBV survivors' mental well-being and mutual support, should therefore get particular attention in any future projects. Indeed, given the profound lack of mental health services, any transitional justice initiative needs to take mental health needs into account.

Better access to psychological and psychiatric treatment remain essential to improve survivor's mental well-being and their participation at the ECCC. However, effective psychosocial interventions for Khmer Rouge survivor require a rights-based approach, and therefore need to integrate truth-telling processes to allow for a better understanding of the Khmer Rouge past, gender issues and mental health.

10. Key finding: Awareness raising requires more comprehensive, coordinated and collaborative efforts in order to reach larger parts of the population. Particular attention should be given to link past to present violations of women's rights.

With regard to Outcome 4, it appears that Information on GBV under the Khmer Rouge, women's rights, and 'good practice' examples for gender-sensitive transitional justice measures is now comprehensively documented and accessible to the public (Output 4.2). It remains, however, highly relevant to further increase people's understanding on GBV under the Khmer Rouge, the causes of violence against women, and women's human rights today (Outcome 4). As detailed in the effectiveness section of this report, this project served to raise considerable attention to the issue of GBV under the Khmer Rouge. To this end, public dialogues on GBV under the Khmer Rouge (Output 4.1) were particularly effective. It is clear, however, that changing existing negative gender views remains necessary to create space for survivors to speak out, and to receive acknowledgment for their suffering. To this end, it is particularly important to link past violence to women's rights violations today, so that survivors are not re-victimized due to gender stereotypes. Awareness raising on both GBV under the Khmer Rouge and today may also foster

civic engagement and thereby contribute to the prevention of GBV. Thus, this working area requires more comprehensive and long-term efforts and therefore remains highly relevant.

Evaluation Question 3: Could any additional needs be identified?

11. Key finding: Important additional areas of concern include survivors' poverty and limited access to health care.

The civil war, as well as the recent liberalization of the economy, had a profound impact on survivors' social and economic situation. In particular, there appears to be a higher share of female survivors in poverty, especially those who divorced after forced marriages, widowed or separated in the war. The effects of poverty reportedly include a wide range of consequences for Civil Parties. Their poverty is often linked with conditions such as poor housing, homelessness, inadequate nutrition and food insecurity, inadequate childcare, lack of access to health care and unsafe neighborhoods. Female-headed households appear to have even fewer assets and less access to resources, and are often disadvantaged in terms of access to land, livestock and education. Moreover, poverty is passed on from one generation to another. Poor infrastructures, unemployment, lack of basic services and income all contribute to children's lack of education, malnutrition, domestic violence, child labor, and disease.

Many GBV survivors consulted during this evaluation also report health problems related to their physical abuse under the Khmer Rouge, and most also suffer from age-related disease. A number of poverty-related conditions appear to contribute to survivors' poor physical and mental health. Diseases such as water and food-related diseases, for instance, are often caused by poor housing and living conditions. Poorer survivors are also at greater risk for behavioral and socio-emotional problems such as anxiety, depression and low self-esteem. Last but not least, unsafe living conditions also expose poor survivors to violence and abuse, which often lead to trauma, injury, and disability. These problems are exacerbated by the lack of public health services and the absence of a social welfare net.

EFFECTIVENESS

Evaluation Question 4: To what extent were the intended project outcomes and Outputs achieved and how? To what extent did the project reach the targeted beneficiaries at the outcome and Output levels? How many beneficiaries have been reached?

Output 1.1: Staff of ECCC, NGOs and educational institutions for judicial professionals have demonstrably increased their knowledge related to gender-sensitive judicial and non-judicial measures

12. Key finding: The baseline has been effectively used to guide the design of gender trainings at the ECCC and for NGOs.

The first key strategy under this Output was to develop a clear understanding of the ECCC's and NGOs' gender-sensitivity through an independent, external baseline study. Interview results indicate the baseline's effectiveness to guide the design of the workshops, which focused on witness protection and gender-sensitive outreach and reparation measures.

13. Key finding: The workshops for ECCC and NGO staff through external trainers effectively increased knowledge on gender-sensitive transitional justice measures and gender-related challenges in transitional justice work. However, training efforts were limited to three, half-day workshops, and much ECCC staff remains unclear on how to practically improve gender-sensitivity in their specific areas of work.

The second key strategy under this Output was to conduct three, half-day workshops for staff from the diverse sections of the ECCC. The workshops featured external gender and transitional justice experts, who shared best practices and approaches to gender related challenges in transitional justice work. In discussions and exercises, the participants also assessed and developed response strategies in their working fields. Interview results indicate participants' high satisfaction with the design and content of the workshops. Respondents in particular highlighted the use of participatory workshop elements and the expertise of the trainers. Some requested more information in their specific working areas while others asked for the participation of Civil Parties. According to VSS's monitoring results 100 % of the 40 participants in the first, 50% of the 42 participants in the second, and 70 % of the 52 participants in the third workshop found the workshops 'a lot' or 'completely' relevant to their work.

Despite the participation of representatives from almost all sections of the ECCC, it is clear, however, that gender capacity building measures in this project could only be provided for a limited number of ECCC staff. Moreover, available gender expertise among some staff has not effectively been used for gender mainstreaming at the court. Ten of the thirteen ECCC respondents in this evaluation judged their level of gender knowledge as unsatisfactory, and stressed the importance of follow-up training activities. In particular, it became evident that many are unclear on how to practically improve gender-sensitivity in their specific working field. Additional knowledge gaps have been identified with regard to the psychological consequences of GBV leaving much ECCC staff unable to deal effectively with trauma symptoms. This situation is amplified by the fact that many also have problems to deal with their own stress experienced when dealing with survivors. Moreover, five respondents indicated that they were not equipped with necessary tools such as GBV guidelines to address GBV-related challenges in their work.

14. Key finding: Two gender focal points at the ECCC promote – to some extent – gender equality and engage in gender capacity building measures. However, their gender mainstreaming efforts are compromised by the fact that they do not receive any additional time or financial assets for their gender mainstreaming work. Their current focus is on work/life issues and the counseling and guidance for women staff members. In addition, they are the first contact persons in case of sexual harassment claims.

As a second measure to increase gender knowledge at the ECCC, the project planned for the installment of one gender focal point. The ECCC decided to install two focal points, each of them responsible either for the national or international side. It is important to understand that these are voluntary positions. The persons appointed have a variety of other responsibilities, and do not receive any additional time or financial assets for their gender work. Moreover, their exact responsibilities with regard to gender mainstreaming are not sufficiently defined in their terms of reference. Gender focal points are also not provided with training, networking opportunities or specific guidelines on their work, and no funding has been provided for gender capacity building measures at the court. Nevertheless, the gender focal points did engage – to some extent – in gender training activities at the court. This work contributed to some progress in targeting the ECCC's work more effectively to GBV related tasks. However, their main work resembles more that of the position of a 'focal point for women'. Consequently, they focus on work/life issues and the counseling and guidance for women staff members. In addition, they are the first contact persons in case of sexual harassment claims.

15. Key finding: CDP and TPO Cambodia did not install gender focal points primarily due to a lack of clarity on the tasks for these persons.

In order to increase gender equality and knowledge in the project's non-governmental partner organizations, this project also planned for the instalment of gender focal points within CDP and TPO Cambodia. However, the partners did not install gender focal points primarily due to a lack of clarity on the tasks for these persons. Moreover, it was difficult to find volunteers for this position due to staff's workload and the lack of financial assets for this kind of additional work. Last but not least, two respondents did not agree with the need for the additional position of a gender focal point due to the existing gender expertise in their organizations.

16. Key finding: Gender thematic workshops effectively developed knowledge on GBV under the Khmer Rouge, and the gender dimensions in the work of NGOs that were not implementing partners in the project.

In order to further improve gender knowledge in NGOs that were not implementing partners in this project, the project planned for the design and implementation of a series of twelve gender thematic workshops. These aimed to improve knowledge on gender-based crimes under the Khmer Rouge but also aimed to contribute to the development of prevention and response strategies to gender related challenges in NGOs' work. To this end, the workshops reportedly addressed diverse issues from best practice in providing psychological, social and legal support, to truth-telling and memorialization approaches, to gender-sensitive methods in educating youth, to legal support and reporting mechanisms, to the Cambodian legislation on GBV and the Optional Protocol to CEDAW. NGO participants further identified key areas for improvements such as the need for NGO collaboration and advocacy for gender equality and mental health. Participants included approximately 250 representatives from a large number of NGOs; however, according to interview results, senior NGO leaders were less engaged.

Regarding NGO staff who participated in the workshops, interview results in this evaluation in summary confirm significant improvements with regard to knowledge on GBV under the Khmer Rouge, and a better understanding of gender dimensions in their work. However, most workshop participants consulted in this evaluation felt challenged to integrate their newly acquired gender knowledge systematically in their work. Nevertheless, three NGOs from the transitional justice field decided to include gender-related information in their outreach work, and one NGO from the gender field now pays more attention to survivors of GBV under the Khmer Rouge. Most remarkably, one of these three NGOs has taken first steps to systematically mainstream gender in its work.

17. Key finding: Gender capacity-building efforts targeted at Cambodian lawyers effectively improved gender knowledge, and led into a network of legal aid practitioners. However, it was not possible to integrate a gender-training component in the curriculums of educational institutions for judicial professionals.

In order to strengthen gender capacities among Cambodian lawyers, the project conducted gender trainings at the Lawyers Training Centre (LTC). According to pre- and post-assessment results, 89% of the participants improved their knowledge on the gender related aspects of their work (Outcome Indicator 1). Moreover, 100 % were able to identify at least two barriers that women face in accessing justice (Output Indicator 1.1). The LTC requested additional gender trainings; however, the original intention to develop a gender-training module to be integrated in the LTC's curriculum could not be realized. It was further difficult to engage the Royal Academy for Judicial professionals in any similar project activities. Reasons given include that gender issues are already addressed as part of lawyers' human rights education, and that the dense curriculum would not allow for additional subjects taught.

In response to these challenges, the project partners established the 'End Violence against Women (EVAW) Legal Aid Network' by focusing the gender thematic workshops more on the legal dimensions of gender work. The network members include both legal staff of NGOs and independent legal officers. The first meeting set up the terms of reference and processes for the group. The second and third meetings focused on CEDAW and its application to domestic violence. In the second half of year 3, CDP then convened four additional meetings. The first meeting focused on the 'Perceptions of Virginity in Cambodia in the Context of Rape', the second on 'Exploring the Realities of Rape in Cambodia', the third on 'Men and Violence in Cambodia' and the fourth addressed 'Human Trafficking and Modern Slavery'. Each meeting was well attended with 72 representatives of NGOs and 56 female and 16 male students. Post-assessments demonstrate that 89 % of participants in the lawyer training increased their knowledge on gender issues at the end of year 2. At the end of year 3, 70 % found that their knowledge on GBV had increased 'a lot' or 'extremely, and 65 % stated that the training was 'useful' or 'very useful' to their work.

Outcome 1: The ECCC and NGOs improve their gender-sensitivity in operations and activities. Educational institutions for judicial professionals are more aware of gender needs.

18. Key finding: The project effectively raised awareness on the need for gender sensitivity at the ECCC and in NGOs.

Capacity building measures in this project as detailed above aimed to improve the ECCC's and NGOs' gender-sensitivity in operations and activities. In addition, the project partners planned for activities that would ensure that educational institutions for judicial professionals become more aware of gender needs. The above-mentioned findings under Output 1.1. indicate the effectiveness of the project's activities to improve gender *knowledge* among some of the ECCC's and NGOs' staff. The extent of training, however, was not sufficient to lead to substantial and long-term *knowledge* improvements for all staff. Most respondents, however, emphasized the project's effectiveness to raise *awareness* on gender mainstreaming needs at the ECCC, and most staff agrees that GBV under the Khmer Rouge should be treated as a high priority issue.

19. Key finding: The ECCC improved its gender-sensitivity in some operations and activities. However, gender mainstreaming requires more and concerted efforts to be effective.

It has been challenging to assess the gender sensitivity at the ECCC primarily due to the fact that the evaluators were not provided with the resources to conduct a complete second assessment that would have allowed for a one-to-one comparison with the project's baseline study on gender sensitivity at the court. However, interview results with representatives from most sections at the court point towards some improvements in terms of gender sensitivity at the court.

Despite research supporting the prevalence of GBV under the Khmer Rouge and demands by Civil Parties Lawyers and NGOs, GBV has long not been comprehensively addressed by the ECCC. The Court's first case, for instance, included only one charge of rape as a crime against humanity. In Case 002, the indictment against the defendants included the charge of forced marriage; however, rape within forced marriage was initially not accepted by the pre-trial chamber. This situation changed. The ongoing Case 002/02 will address GBV under the Khmer Rouge in more comprehensive ways. Rape inside forced marriage is now part of the indictment, and forced marriage will be treated nationwide. In addition, on 21 April 2014, the International Co-Prosecutor filed a Supplementary Submission in Case 004 requesting the investigation of GBV in key districts that are presently under investigation. The International Co-Prosecutor requested that the Office of the Co-Investigating Judges further investigate gender-based crimes and any links to the named suspects. However, it has not been possible to assess the extent of

investigations and the level of attention that OCJI has given to gender-based crimes in this Case so far, or if OCJI is using gender responsive investigation practices in collecting evidence. Moreover, rape outside the context of forced marriage is considered as ‘other inhumane act’ and not listed as crime against humanity. The justification is that only those crimes recognized in 1975 as customary international law are applicable to the ECCC proceedings, regardless of being listed in the 1998 Statute for the ICC.

In addition, a number of individuals at the ECCC are now actively engaged to foster gender-sensitivity at the court. The VSS, for instance, conducted a workshop on gender-sensitive transitional justice measures in collaboration with AIJI, as well as an additional large-scale outreach forum on gender-sensitive reparation measures outside the funding for this project. Moreover, the VSS is actively searching for donor funding to conduct follow-up initiatives. Other examples include the work of the PAS, which addressed forced marriage in its weekly radio program, and plans to produce a video production on this issue. Last but not least, the national Gender Focal Point is now collaborating in the meetings of the Cambodian National Council for Women to develop a response to the recommendation made by the CEDAW Committee on 18 October 2013 to the Government of Cambodia specifically demanding action to ensure that redress is provided for survivors of GBV under the Khmer Rouge.

The project’s training, awareness raising and advocacy activities are likely to have contributed to the above-mentioned improvements. However, there appears to be room for additional efforts to ensure gender-sensitivity at the court. The evaluation, for instance, identified some practical challenges impeding women’s access to the court. Female visitors to the court are permitted to bring their children, however, there are no childcare provisions, and childcare is not provided for witnesses at the court. Moreover, there is still a distinct lack of female interpreters at the court.

Moreover, gender sensitivity goes beyond the effective provision of services to survivors of GBV. It rather requires a multidimensional approach that addresses the inequality between women and men in the sharing of power and decision-making processes. Few respondents, however, made the connection to gender equality at the court. The organizational culture indeed plays a central role in the design and delivery of gender-sensitive programs and projects. With regard to gender equality at the court, however, there appears to be ample room for improvements. Women’s representation, for instance, remains uneven across the ECCC. Women are particularly underrepresented in senior positions, such as in the court’s chambers, and overrepresented at lower levels. Female respondents also mentioned a lack of flexible work schedules as a barrier for mothers at the court. Moreover, the ECCC does not provide female staff with specific opportunities for their further professional development. Some female respondents further report gender biases as barrier for their promotion at the court. In addition, there is some evidence for unfair treatment and the abuse of authority based on gender. Most international respondents were aware of the Gender focal points, however, national staff was not sufficiently aware of complaint mechanisms, and there is no clear reference in the ECCC personnel handbook. Last but not least, there is reason for concern regarding the formal investigation and further processing of sexual harassment claims.

20. Key finding: Some progress has been identified with regard to knowledge on GBV under the Khmer Rouge among NGOs that were not implementing partners but targeted by the project’s training and networking activities. However, NGOs do not target their work sufficiently to GBV under the Khmer Rouge. Moreover, gender mainstreaming in NGOs requires additional efforts.

With regard to gender sensitivity among NGOs, a number of evaluation findings point towards progress: As indicated above, most NGOs who participated in the Gender Thematic Workshops developed their knowledge and awareness on the issue of GBV under the Khmer Rouge. Overall, there appears to be increased knowledge sharing on this issue contributing to more effective response strategies to gender related challenges in transitional justice work. In addition, some transitional justice NGOs now directly address forced marriage and rape under the Khmer Rouge. Last but not least, some NGO respondents

report to make active use of the project's internet platform and information material. In summary, there appears to be much greater focus on survivors of GBV under the Khmer Rouge and greater awareness of the challenges these women face in accessing services.

However, there appears to be room to engage additional NGOs in activities to address GBV under the Khmer Rouge. For many, GBV under the Khmer Rouge is still seen as a specific working area that should be addressed by more specialized NGOs such as those responsible for this project. Moreover, a number of findings indicate challenges with regard to gender equality in NGOs. Women's concerns are not specifically integrated in policies and action plans, and few NGOs include gender-based crimes in their mandate as a matter of core concern. In addition, few NGOs appear to make specific efforts to address gender biases in their organization and work. For instance, none of the NGOs consulted during this evaluation have gender focal points. Moreover, women's representation is uneven across NGOs. In some NGOs, women are the main decision-makers while in most women are underrepresented in decision-making mechanisms and senior management positions are dominated by men. Some NGOs consulted also do not collect and analyses sex disaggregated data to better understand gender misbalances in programming and implementation. It appears that, for many, gender-mainstreaming activities are not considered a priority. In addition, many NGOs do not accept the responsibility to improve gender sensitivity in their operations. The widely held belief was that only gender-focused NGOs would have to be concerned with gender mainstreaming tasks.

21. Key finding: Some progress has been identified with regard to gender knowledge and sensitivity among Cambodian lawyers. However, gender mainstreaming in educational institutions for judicial professionals requires additional efforts.

This evaluation did not assess the overall gender sensitivity in educational institutions for judicial professionals because of the project's limited amount of activities in or in collaboration with these institutions. However, a number of evaluation findings point towards progress in terms of gender knowledge among participants of the project's training activities for Cambodian lawyers. These have reportedly improved their gender sensitivity during legal counselling and outreach measures.

Output 2.1: Female Civil Parties and GBV survivors are legally represented and have the logistic means to attend the trials.

All activities under Output 2.1. focus on logistic support to ensure Civil Parties' participation at the court. Evaluation results related to the legal representation of Civil Parties will therefore be addressed under Output 2.2: 'Female Civil Parties and GBV survivors have strengthened their knowledge in legal proceedings'.

22. Key finding: The project partners effectively provided logistic support for 1153 female Civil Parties and GBV survivors to attend the hearings at the ECCC. Challenges related to the invitation strategy, however, led to the exclusion of a number of more disadvantaged Civil Parties.

With regard to Output 2.1, the VSS planned to provide logistic support services for approx. 1200 female Civil Parties and GBV survivors to attend the hearings at the ECCC. Logistic support consists of transport to and from the ECCC, and accommodation during their stay in Phnom Penh. The partners were successful to provide 1153 female and male Civil Parties, in particular survivors of GBV, with logistic support. Civil Parties come from 18 provinces, namely Kandal, Koh Kong, Battambang, Kampong Speu, Kampong Cham, Kampot, Kampong Chhnang, Kampong Thom, Pursat, Siem Reap, Prey Veng, Kratie, Banteay Meanchey, Svay Rieng, Takeo, Kampong Speu, Kandal and Phnom Penh City.

Among the 1153 Civil Parties who visited the court, 200 were surveyed by the VSS in year 2. The results show that 90% of the visitors were 'a lot' or 'completely' satisfied with their level of participation in the ECCC, and 100 % of the participants felt 'a lot' or 'completely' supported (indicators Output 2.1). Interviews conducted during this evaluation confirm a very high level of satisfaction by those who were able to visit the court. Most respondents were pleased with the premises at the court and their hotels, however, there were some complaints regarding the unfamiliar type of food at the ECCC.

Most respondents expressed their gratitude for this form of support, and emphasized that they would otherwise not have been able to visit the court, due to either their financial situation, their age or their inability to independently organize a trip to the court. It has, however, been a major challenge to develop a fair and balanced invitation strategy. Many Civil Parties are either too poor or too unfamiliar with modern technology to own a cell phone. Others often change their phone numbers due to more favorable phone carriers and cell phone plans. Civil Party lawyers are equally not able to facilitate the contact to all their clients simply because of the enormous number of clients they support. Thus, Civil Parties were rather invited by chance or availability than through a clear mapping strategy that would have allowed for a fair selection based on social, economic or cultural background. On occasion, it was also left to the Civil Party representatives or those who were reachable by phone to decide who should be invited to the court. These challenges reportedly led to the exclusion of a number of more disadvantaged Civil Parties to the visits to the court.

Output 2.2: Female Civil Parties and GBV survivors have strengthened their legal knowledge in the legal proceedings.

23. Key finding: The VSS effectively ensured relatively short legal briefings and debriefings for 1153 female Civil Parties and survivors of GBV who visited the court. Monitoring and evaluation results indicate female Civil Parties' and GBV survivors' high level of satisfaction with their visits to the ECCC, and their increased legal knowledge through the VSS's legal counselling approach. However, it is also clear that many Civil Parties are not satisfied with the overall very limited level of legal support.

With regard to Output 2.2, the project planned for the provision of legal information through legal counselling and information work, and the provision of basic, once-off psychological counselling during Civil Parties' visits to the court. With regard to legal counselling, the VSS facilitated meetings between 1153 Civil Parties and their lawyers, who provided an short update on the proceedings in briefing and debriefing sessions at the court. These briefings aimed to provide Civil Parties with information about what to expect at the court and the current state of the proceedings. Moreover, they aimed to be a forum for questions and the expression of feelings and experiences at the court. However, many Civil Party lawyers had little time to meet with their clients at the court. In response, group-briefing sessions were put in place, so that all Civil Parties attending the court could receive at least some form of legal updates from a lawyer at the court. These meetings reportedly provided Civil Parties with information on the proceedings at the court, and offered space for question and answer rounds. TPO Cambodia's counsellors provided psychological support throughout the process. During the first year of the project, Civil Parties met for legal counselling sessions over a period of two days. These provided Civil Parties with ample opportunities to meet with lawyers and to acquire information on the legal and psychological aspects of the hearings including an update on the ECCC's plans to address GBV. Starting from year two, however, the visits to the court were limited to one day, with fewer opportunities to receive information on the court. The objective of this decision was to allow for a higher number of visitors to the court.

According to monitoring results by the VSS on Civil Parties' understanding of the proceedings at the court, 90 % of the Civil Parties who visited the court in year 1, 100 % in year 2 and 90 % in year 3 felt 'a

lot' or 'completely' satisfied by the information and support at the court. In addition, 90% of the Civil Parties who visited the court in year 1, 73 % in year 2, and 70 % in year 3 understood what they were told during legal counselling 'a lot' or 'completely', and 80 % understood what was happening during the hearing 'a lot' or 'completely'. Moreover, 70 % of the Civil Parties who visited the court in year 1, 80 % in year 2, and 70 % in year 3 were able to list three things they had learnt about the proceedings. These monitoring results indicate female Civil Parties' and GBV survivors' increased legal knowledge through the project's legal counselling approach. Interview results in this evaluation in summary confirm a good level of understanding among many beneficiaries of this form of legal counselling. However, it was also clear that many were still not satisfied with the overall very limited level of legal support.

24. Key finding: CDP effectively conducted more comprehensive legal counselling workshops with approximately 100 clients for legal updates, mental health training, and trust building. Monitoring and interview results indicate a very high level of satisfaction and a high level of legal knowledge among CDP's clients.

In contrast to the VSS's rather brief form of legal and psychological counselling at the court, CDP focused on more comprehensive legal workshops for approximately 100 clients that offered legal counselling and psychological support. The workshops were conducted both in Phnom Penh and in more rural areas of Cambodia, and included both women and men with a majority of female Civil Parties. Most of the participants were invited to the court where they additionally benefited from the project's legal counselling services at the court. According to the assessment of one workshop, 100% of the participants indicated that the ECCC is very relevant to them, 100 % indicated their satisfaction with being a Civil Party, 20 % felt extremely and 80 % very much supported. In addition, 70 % could list three things they had learned during the workshop. Interview results on the impact of the workshops equally indicate very high achievement rates, and confirm a high level of understanding among all workshop participants consulted.

When compared to the legal counselling services provided at the court, these workshops offered more time and space for discussions and the assessment of Civil Parties' concerns and needs, questions related to GBV, and the legacy of the ECCC. It is indeed likely that more in-depth and long-term counselling services lead to better results. However, this evaluation cannot answer the question of which form of legal counselling should be preferred, as there are too many other factors affecting participants' legal knowledge such as their level of education or access to other services or information outside this project. It is further clear that the project partners had difficulty finding a balance between the comprehensiveness of legal support measures and the service provision to the highest possible number of Civil Parties due to the distinct lack of legal services for most Civil Parties at the court.

25. Key finding: The VSS effectively conducted five large-scale outreach forums for an approximately total number of 800 Civil Parties to raise awareness on developments at the ECCC and to discuss expectations related to the ECCC's reparation projects. These outreach forums appear to be effective to provide information on the ECCC to the highest possible number of people.

A second strategy to strengthen legal knowledge among Civil Parties, the VSS conducted five large-scale outreach forums for an approximately total number of 800 people. These forums provided updates on current developments at the ECCC, and offered the opportunity to discuss and clarify any open questions including those related to the ECCC's reparation projects. In addition, Civil Parties were able to meet ECCC representatives including the national and international Co-Prosecutors. TPO Cambodia and CDP participated in one of these outreach forums to present specific information on GBV under the Khmer Rouge and its mental health related dimensions. The forums reportedly raised awareness on developments at the ECCC especially those related to prosecution of GBV. Civil Parties also met in groups with their legal representatives to share their expectations related to the court's reparation

projects. Four interview respondents from the ECCC emphasized the importance of this kind of outreach forums to provide information on the court to the highest possible number of people, and to provide space for the sharing of experiences and knowledge exchange between survivors.

26. Key finding: The project trained 156 male and female Civil Party representatives on GBV under the Khmer Rouge and today, and on the gender-related aspects of the ECCC's laws, policies and action plans. It appears, however, that Civil Party representatives were not sufficiently equipped with resources and tools for independent awareness raising activities.

As a third strategy to increase Civil Parties' legal knowledge and understanding of the proceedings, the project planned for the training of approximately 200 Civil Party representatives. Indeed, a one-day training was provided to 156 of CDP's team leaders and the VSS Civil Party focal points on gender-sensitive outreach measures, and GBV under the Khmer Rouge. In addition, the project partners had the ambition to provide gender training for the approximately 150 Civil Party representatives of ADHOC's large representative network, but a collaboration on this task could not be realized.

According to the project's monitoring results, 80% of the training participants consequently felt better prepared to support survivors of GBV in their communities. Interviews as conducted with three Civil Party representatives in this evaluation equally indicate that the training of Civil Party representatives has contributed to the inclusion of GBV-related information in their work. However, all Civil Party representatives consulted in this evaluation request awareness raising material, financial resources and additional training to further improve their work as focal points for women's issues in their communities.

Outcome 2: Female survivors and GBV victims are provided with resources and effective Case Management that ensures their participation in and outside the court, the stories of victims are heard, and they get perspective of their redress.

27. Key finding: The project's logistic, legal, and psychological support services effectively ensured the meaningful participation of 1153 Civil Parties inside the ECCC. However, Civil Parties in majority emphasized the overall very limited availability of legal counselling and information services.

As indicated above, the partners made extensive efforts to increase the attendance of female Civil Parties and survivors of GBV at the ECCC. In summary, monitoring results demonstrate that Civil Parties did not only participate at the ECCC, but also appreciate and understand the proceedings at the court. For instance, 80 % of the female Civil Parties and GBV survivors surveyed felt that what was happening at the ECCC was relevant or very relevant to them. 90 % of the participants were 'a lot' or 'completely' satisfied with their level of participation in the ECCC, and 100 % of the participants felt 'a lot' or 'completely' supported. As detailed under Output 2.2., there is further clear evidence that female Civil Parties and GBV survivors have strengthened their legal knowledge and feel satisfied with their participation at the court. These results are in line with the evaluation's interview and FGD findings, which confirm Civil Parties' overall high satisfaction with the project's logistic, legal and psychological support during their visits to the ECC. However, as indicated above, most interview respondents also emphasized the overall very limited availability of legal counselling and information services.

28. Key finding: The project's legal information services during outreach, and the psychosocial and awareness raising activities, effectively ensured Civil Parties' meaningful participation outside the ECCC.

Outcome 2 further aimed to ensure survivors' participation outside the court. As explained throughout the sections of this report, this project provided ample opportunities for the participation in legal counselling, truth-telling, and psychosocial activities outside the court. These combined efforts comprehensively engaged women and men in public dialogues indicating the project's effectiveness in ensuring female survivors' and GBV victims' participation outside the court.

29. Key finding: The project provided ample opportunities for the sharing and documentation of experiences, so that the stories of survivors have been heard.

Under outcome 2, the project further aimed to ensure that the stories of victims are heard. As detailed later in this report, this project ensured the comprehensive documentation and dissemination of survivors' experiences and the sharing of knowledge and experiences both in national and community-based truth-telling events outside the court. It can therefore be said that the stories of victims have been heard.

30. Key finding: It is difficult to answer if survivors now have a better perspective of their redress as there is no common agreement on the definition for this term. However, for many survivors, redress cannot be achieved without individual and monetary reparations.

Last but not least, outcome 2 aimed to ensure that survivors get perspective of their redress. However, it is difficult to answer if survivors now have a better perspective of their redress as there is no common agreement on the definition for this term. However, interview and FGD result in this evaluation indicate that, for many, redress cannot be achieved without individual and monetary reparations.

Output 3.1: Female Civil Parties and victims of GBV have better access to psychological and psychiatric treatment and a better understanding of their mental health issues.

31. Key finding: The project effectively provided mental health treatment for 185 female Civil Parties and other GBV survivors with psychological needs, and comprehensively raised awareness on mental health.

With regard to access to psychological and psychiatric treatment, TPO Cambodia identified Civil Parties with severe mental health needs through a comprehensive set of screening tests conducted by both psychologists and psychiatrists, and in close collaboration with Civil Party lawyers. It appears from the interview results that this approach was effective to identify Civil Parties who were isolated or in particular need.

TPO Cambodia then took on the main responsibility for psychological services in this project. Services included the establishment of 15 SHGs for a total of 150 group members, the provision of psychological treatment for approximately 35 Civil Parties through TPO Cambodia's rights-based and culturally adapted 'Testimonial Therapy' approach, on-site psychological support during the project's three Women's hearings, 18 forum theatre performances and 18 community dialogues, one-to-one phone counselling, and psychological and psychiatric follow-up care in TPO Cambodia's clinic for approximately 4 clients. Moreover, the project conducted 9 social context assessments in 15 communities, held 6 psychosocial awareness sessions, and conducted 20 pre- and post-assessments of the SHGs, and 87 pre- and post- assessments of the Testimonial Therapy clients. Information on mental health was also provided through leaflets, the project's radio show, the GBV internet platform, and

video productions. Finally, TPO Cambodia's client database has been upgraded in the 1st quarter of the project period, approximately three months earlier than foreseen.

According to TPO Cambodia's monitoring results the two process indicators indicated in the logical framework under Output 3.1 have been achieved: TPO Cambodia provided 15 SHGs for a total number of 150 female Civil Parties and GBV survivors. In addition, 35 clients have received specialized trauma treatment through individual counselling and the Testimonial Therapy treatment scheme.

However, TPO Cambodia did not train Civil Party representatives for the facilitation of SHGs as originally foreseen. This decision was taken when TPO Cambodia realized that most SHGs were not able to facilitate their meetings without training and supervision by TPO Cambodia staff. As no budget was foreseen for this form of capacity building, TPO Cambodia decided to facilitate the SHGs through TPO Cambodia's professional staff.

In addition to TPO Cambodia's psychosocial services, CDP's psychologists also provided psychosocial counselling during its legal counselling workshops and the Women's Hearings.

Outcome 3: Female Civil Parties and victims of GBV improved their mental well-being and mutual support.

32. Key finding: TPO Cambodia's Testimonial Therapy approach effectively improved Civil Parties' mental health. Its strength is to provide ample opportunities to reconstruct traumatic memories and express painful emotions, and to raise public awareness about human rights violations. The approach further reflects Cambodian values through Buddhist healing ceremonies for survivors.

Testimonial Therapy is an individual psychotherapy for survivors of torture and other types of organized violence involving the narration and documentation of survivors' traumatic experiences, which can be used by survivors to raise public awareness about human rights violations. Testimonial Therapy is not a clinical counseling or rehabilitation method, but a specific form of a political and human-rights based therapy which should be conducted within the framework of a justice process, a human rights movement, or a political or feminist movement. Over the decades, Testimonial Therapy has been successfully adapted and used in diverse cultural and political contexts.²² TPO Cambodia's Testimonial Therapy approach also emphasizes truth-telling and memorialization processes with ample opportunities to reconstruct traumatic memories and to express painful emotions, however, the approach was culturally and contextually adjusted to reflect Cambodian values, with a healing ceremony for survivors after they complete their testimonies. In TPO Cambodia's Testimonial Therapy approach, GBV survivors are invited to restore their painful experiences in cooperation with TPO Cambodia's therapists. Over a series of counselling sessions, the counsellor and client identify the time, place and exact sequence of the traumatic event(s). TPO Cambodia's counsellors also ask in detail for emotions, perceptions, and physiological reactions. The counsellors repeatedly remind the client that the feelings and somatic symptoms result from the traumatic memories. The memories are then converted into a 'testimony', a written document with golden letters and a velvety red envelope. The testimonies are read aloud and handed over to the survivors during a public Buddhist ceremony in a pagoda or in the Killing Fields. All clients who participated in Testimonial Therapy were followed up through TPO's phone hotline, as well as in post-assessments three and six months after the treatment.

²² <http://www.dignityinstitute.org/programmes/asia/about-testimonial-therapy.aspx>

The Testimonial Therapy procedure appears to be straightforward and easily understood by TPO Cambodia's practitioners. TPO Cambodia's counselling approach during Testimonial Therapy is generally perceived as empathic and emotionally supportive. It appears that TPO Cambodia's counsellors effectively support their clients to relive emotions while talking about the past.

TPO Cambodia's monitoring results provide evidence for the effectiveness of TPO Cambodia's Testimonial Therapy approach. The results of posttests demonstrate that symptoms of post-traumatic stress disorder, depression and anxiety decreased significantly: Seventy percent of the participants in Testimonial Therapy demonstrate a significant decrease in symptoms of posttraumatic stress, depression and anxiety three and six months after the intervention. The mean score of the pre-test (Mpre) on post-traumatic stress disorder was 60.24 as compared to a mean score of 46.13 in the post-tests 3 months after the intervention (Mpost). In addition, the symptoms of depression were reduced 3 months after the intervention (Mpre = 2.83 and Mpost = 2.46). Similarly, anxiety symptoms were also reduced (Mpre = 2.96 and Mpost = 2.53). In addition, 93.1% of the Civil Parties who participated in Testimony Therapy reported that the treatment helped them to understand and better deal with their suffering.

According to interview results during this evaluation with 4 Civil Parties who participated in Testimonial Therapy, the treatment helped them to better understand what caused the trauma, and the factors that perpetuate traumatic symptoms. Working through the traumatic experiences and their psychological impact appears to have facilitated meaning making and the integration and understanding of patterns of behavior. By acknowledging political and social factors that caused suffering and the contribution to public truth seeking, the clients appear to have regained some self-worth and self-efficacy. Two respondents further mentioned that their participation helped them to develop more confidence and self-esteem. All respondents expressed a greater acceptance of their suffering and higher satisfaction with their mental health. Finally yet importantly, all 4 respondents appreciated the integration of Buddhist practices, which appear to be an important element in their healing process.

33. Key finding: TPO Cambodia's self-help groups effectively improved Civil Parties' and other GBV survivors' mental health. SHGs effectively empower survivors of GBV under the Khmer Rouge and today, and reinforce mutual respect and experience sharing.

SHGs as conducted by TPO Cambodia bring together women who experienced similar traumatic events under the guidance of mental health professionals. The SHGs aim to empower these women and reinforce mutual respect and experience sharing. During the SHGs, TPO Cambodia's psychologists first assessed the expectations of group members, and shaped the content of the SHG sessions accordingly. Group members then talked about a number of topics relevant to their needs including the traumatic experiences under the Khmer Rouge and their social and psychological consequences. In the group sessions, TPO Cambodia's staff also provides information about GBV under the Khmer Rouge and today.

SHGs include GBV survivors from both the Khmer Rouge time and today. Men were engaged in some of the SHGs throughout the project cycle. However, some men assumed that women in the SHGs would see them as perpetrators, and therefore felt judged. Other men had to struggle with feelings of shame and difficulties to express their emotions. TPO Cambodia therefore installed one SHG exclusively for men towards the end of the project cycle.

According to the evaluation interview and FGD results, SHG group members learned how mental health problems can affect the way they think and feel, how mental health problems are diagnosed, what causes them, and which treatments are effective and available. In addition, group members talked about the extent, forms, and impact of GBV under the Khmer Rouge, and the prevention of and response to gender-based crimes today. Members also learned about stigma and discrimination towards survivors of GBV, and the myths surrounding mental disorders. Finally yet importantly, the SHG allowed for a reflection on life as a whole, fostering a sense of personal identity. Participants discussed their

plans and wishes for the future, and learned that it is possible to overcome mental health problems, and live a fulfilling life.

Most SHG members had not known each other before the establishment of the SHGs, and were relieved to learn that there were more community members with similar experiences under the Khmer Rouge. SHGs reportedly helped GBV survivors to feel less isolated as they allowed turning to others outside the immediate circle of family and friends. Group members in particular emphasized that they could share distressing, painful and shameful experiences, and developed a better understanding of their mental health. Others mentioned improvements in their daily functioning and decision-making abilities. The inclusion of art therapy reportedly helped to get in touch and express feelings in more informal ways, and in gaining more self-awareness. This facilitated the inclusion of members who were less open to talk about their experiences

TPO Cambodia's monitoring results provide further evidence for the beneficial impact of the SHG approach. Seventy percent of the participants in the SHGs demonstrate a significant decrease in symptoms of posttraumatic stress, depression and anxiety three and six months after the intervention. By comparing the mean score of post-traumatic stress symptoms (PTSD), a significant decrease in PTSD symptoms could be identified (Mpre = 49.51 to Mpost = 43.28). Moreover, the symptoms of anxiety (Mpre = 2.50 to Mpost=2.18) and depression significantly decreased (Mpre = 2.40 to Mpost = 2.14).

It appears that SHGs are an effective way to improve participants' mental health. This finding has been confirmed by five of the partners' outreach staff as consulted during this evaluation. Three respondents emphasized that this approach is the most important activity in the current transitional justice process, and recommended the inclusion of SHGs in any future projects. Reasons given include SHGs' effectiveness to improve mental health, but also their wider impact on the social cohesion of target communities, and for the prevention of GBV.

34. Key finding: Psychotropic drug treatment as provided through TPO Cambodia in this project effectively improved the mental health of some Civil Parties. However, there was a lack of free psychotropic drugs and psychiatric supervision in the field.

Medical treatment for clients with depressive disorders has been repeatedly requested by respondents in this evaluation. For two clients consulted during this evaluation, it has been effectively used to shorten the course of mental health disorders, reduce disability and prevent relapse. Medical treatment appears to be particularly important for clients with acute and severe psychiatric disorders. For these clients, SHGs alone were not sufficient because they were either not completely aware of their disorder or related symptoms, or did not recognize the need for treatment. Impaired self-reflection also caused difficulties in generating personal narratives that link the present and past. These factors make it difficult to engage clients with severe psychiatric disorders in treatment schemes based on self-reflection, introspection and truth telling such as in Testimonial Therapy or the SHGs.

However, most of TPO Cambodia's clients appear to have little access to psychotropic drugs due to their financial situation, and TPO Cambodia's limited resources to provide free psychotropic drugs and regular supervision by psychiatric staff.

35. Key finding: TPO's psychosocial activities effectively improved Civil Parties' and other survivors' mutual support. In addition, SHG members provide informal counselling to other community members, and protect and care for survivors of current forms of GBV.

According to the project's monitoring results, 70 % of the SHG and the Testimonial Therapy participants have strong supportive relations to other members of the group. According to TPO Cambodia's monitoring results, a majority of the SHG members experienced positive outcome because of their participation in the group. SHG members indicated to have caring relationship to other members of the

group (63.9%) and that there was a close relationship between the group members (85.2%), to have no feelings of rejection towards other members of the group (88.5%), and to be able to share their experiences within the group (98.4%).

Most SHG respondents in this evaluation indeed emphasized their close relationship to other members of the group, and their ability to share experiences and emotions. Many respondents stated that they now express their feelings not only in the family but also among neighbors and in public. Others mentioned that group members also provide each other with practical help such as financial support.

In addition, 5 of the 14 SHG members consulted during this evaluation indicated to provide advice on coping strategies and moral support for other community members. In two SHGs, members helped to protect survivors of domestic violence by inviting them in their circle and visiting their husbands at home, and members of one SHG cared for a woman with severe psychotic symptoms.

Finally yet importantly, it appears that those helping others have gained self-confidence from improving others' lives. It appears that their confidence improved with the social approval received from those they have helped but also from other community members. Indeed, according to interviews with community stakeholders, some of the SHG members have become important role models in their communities.

However, some SHGs were not able to continue with any activities once the SHG cycle had ended. This is partly because no Civil Party representatives were trained in this project to facilitate the SHGs as no budget had been foreseen for this task.

36. Key finding: Psychosocial activities as delivered in this project did not increase stigma and discrimination for members of the group. They rather promote acknowledgment and de-stigmatization.

Most SHG members encountered during this evaluation were known by other community members as members of a group of GBV survivors. This finding leads to the question if SHGs increased stigma and discrimination for members who were not previously known as survivors of GBV. The evaluators asked – in each interview – for any negative consequences because of survivors' participation in SHGs or other forms of awareness raising on GBV. However, none of the respondents indicated increased stigmatization and discrimination. Instead, most respondents emphasized more positive attitudes by community members, and some respondents reported fewer conflicts and increased support by their families and neighbors. As a result, some survivors now engage more actively in community activities such as Buddhist ceremonies.

Moreover, it appears that Testimonial Therapy and the public delivery of testimonies promotes acknowledgment of the suffering and the de-stigmatization rather than stigmatization of survivors. However, it is important to understand that all Testimonial Therapy ceremonies were conducted in Phnom Penh. All Testimonial Therapy participants as consulted in this evaluation emphasized that they would appreciate Testimonial Therapy ceremonies in their home communities as a way to broaden truth-telling and the acknowledgement of suffering by their community peers. However, two respondents indicated that they would not like to share their individual traumatic experiences with the whole community, and therefore would prefer that their testimonies are not read aloud in a public ceremony in front of all community members.

37. Key finding: As an additional outcome, SHGs as installed through this project effectively raised awareness on GBV under the Khmer Rouge and today. Some SHG members expressed their wish to receive additional training and resources to support their awareness raising work.

This project did not specifically foresee to develop the SHGs into awareness raising or advocacy groups. However, some SHGs decided to engage in local, independently organized awareness raising activities on gender equality, GBV and mental health in their communities. These activities reportedly helped community members to better understand GBV in today's society and in the past, and to realize that survivors can be affected by trauma. To this end, some group members expressed their wish to receive training, T-shirts, information material and IEC tools to support their awareness raising work.

Key finding: Civil Parties' participation at the ECCC and in the project's legal counselling and outreach activities outside the court contribute to better mental health. However, for some, the participation at the court caused additional mental stress. For the purpose of healing, the project's community-based and regional legal counselling and information services appear to be better because they offered more time and space to share experiences and to obtain information.

To some extent, the project's legal services and logistic support to attend the hearings appear to have contributed to the goal of healing. Many survivors reported to feel acknowledged when they visited the court and experience that crimes under the Khmer Rouge are finally recognized and prosecuted. However, for some, the participation in the hearings was problematic because of stress factors at the court. Moreover, the rather short legal counselling sessions at the ECCC did not sufficiently offer containment for reactivated trauma memories and painful feelings.

For the purpose of healing, the project's community-based legal counselling and information services as well as the VSS's large-scale regional outreach forums appear to be better suited than Civil Parties' relatively short visits to and legal counselling at the court. These offered more time and space to share experiences in the presence of others and in a safer and more receptive environment, to ask questions, and to obtain information on the proceedings at the court.

38. Key finding: Truth-telling activities outside the court as delivered by this project significantly contributed to survivors' mental health. However, truth-telling initiatives require the comprehensive provision of psychological support.

According to the project's monitoring results and interview results in this evaluation, the project's women's hearings, forum theatre performances and community dialogues appear to be beneficial for Civil Parties' mental health because they allowed survivors to be seen and heard in public, and to reveal a comprehensive truth of what happened. For many, participating in such public truth-telling activities seemed to be important for healing. It contributed to the acknowledgement of suffering, which, for most survivors, appears to be central to their mental health. It appears that even the participation in only one or two truth-telling events can have significant positive impacts in terms of mental health. However, it became also clear, that truth-telling initiatives require the provision of psychological support, in preparation, during and in follow-up as demonstrated in all truth-telling activities in this project.

When exposing difficult truths in the public, there is also a danger of renewed violence and conflict. Frequently the perpetrators still live in close proximity to survivors thereby providing constant reminders of the past or a potential cause of further incidents. The evaluators therefore asked – in each interview – for any negative consequences as a result of survivors' participation in truth-telling activities. However, this evaluation could not find any evidence for negatives consequences for survivors.

One respondent mentioned that two perpetrators moved to another village after community dialogues. However, this information could not be verified in this evaluation as it was not possible to conduct an interview with the persons concerned.

39. Key finding: Poverty and poor access to health care are both a consequence of and contributing factor to poor mental health.

For many Civil Parties consulted during this evaluation, poverty, the lack of monetary reparations, and limited access to health care contributed to dissatisfaction and poor mental health. It appears that mental health issues cannot be considered in isolation from other areas of development such as poverty reduction and health care.

Output 4.1: Women and men engage in public dialogues on GBV under the Khmer Rouge and its implications for Cambodian society today.

40. Key finding: The project effectively engaged approximately 1700 Cambodians in community-based truth-telling initiatives on GBV under the Khmer Rouge through an innovative forum theatre and community dialogue approach.

The project offered both local and national awareness raising, information and truth-telling activities on GBV under the Khmer Rouge. Activities took the form of three large-scale Women's Hearings, and 18 forum theatre performances and community dialogues for approximately 1700 beneficiaries in 9 different provinces, in addition to a regular nationwide radio program, film and theatre productions, an internet platform, and the collection and dissemination of audio-visual material, research results, evaluation reports and 'good practice' examples.

On the community level, the project used 'forum theatre' as a method to initiate dialogues on GBV under the Khmer Rouge and today. Forum theatre is a type of theatre created by the influential practitioner Augusto Boal as part of what he calls 'theatre of the oppressed'. Its main objective is to teach people how to change their world. In the theatre process as applied by TPO and partners, the audience members can interrupt a performance in which a character is being oppressed. The audience can then suggest different actions for the actors to positively influence the outcome of the play.

In order to enable TPO, CDP and VSS staff to apply the methods of forum theatre in their work, TPO organized a 6-day training program in December 2011, which was facilitated by an international trainer from Nepal. A total of 14 staff member of all three organizations participated in the training. During the training, GBV under the Khmer Rouge as well as current forms of GBV and their underlying norms were transferred into theatrical scenes. The training concluded with a pilot play in Kandal Province allowing staff members to apply the theatre methods, and to understand about the practical challenges.

The subsequent 18 forum theatre performances and community dialogues as conducted by TPO Cambodia in collaboration with staff members of the VSS and CDP allowed for the wide engagement of approximately 1700 people in discussions on GBV. The performances and dialogues largely focused on GBV under the Khmer Rouge, and its social and psychological consequences but also addressed the prevention of and response to GBV today. During the community dialogues, comprehensive information on GBV was displayed, and participants actively shared and reflected on their traumatic experiences and the causes and effects of GBV under the Khmer Rouge. The debates reportedly raised a number of relevant issues such as the destruction of the family, experiences during forced marriage, the ongoing mental suffering, and socio-economic situation of survivors, as well as the role of the ECCC and NGOs in Cambodia's reconciliation process. In order to prepare communities for the intervention, community awareness sessions were conducted aiming at informing villagers about GBV under the Khmer Rouge and today, and to initiate a public discourse. For this purpose TPO produced 5 outreach banners displaying different forms of GBV under the Khmer Rouge, their after-effects on survivors and potential coping strategies. During the community dialogues, approximately 1700 participants of different backgrounds could be engaged such as survivors and their peers, religious leaders, local officials and NGO staff. Moreover, youth actively reflected upon the past and asked direct questions to survivors. After initial problems to engage men, the project moved its theatre performances to the evenings, and

was thereby successful to engage more men in the third year of the project cycle. Follow-up visits to the communities allowed to monitor the impact of the above-mentioned activities on community members, and to clarify open questions and concerns.

Participants mentioned that community dialogues were conducted in an open and supportive atmosphere. To this end, the facilitation through the project's staff was perceived as especially supportive. It further appears that the participatory theatre approach effectively provided opportunities to engage informally, and thus helped to integrate community members who did not want to talk openly about the past.

41. Key finding: The project effectively engaged approximately 1200 Civil Parties and diverse national and international stakeholders in 3 large-scale women's forums as a space for truth-telling and public awareness raising on GBV under the Khmer Rouge. These events received widespread international media attention; however, Khmer speaking media were less involved.

CDP in collaboration with TPO and the VSS conducted three large-scale Women's Forums in a central location in Phnom Penh as a space for truth-telling and public acknowledgement of GBV under the Khmer Rouge, one more women's forum than originally foreseen. The three national Women's Hearings were particularly effective to engage a wider public in discussions on GBV under the Khmer Rouge, and offered an international platform for Cambodian and international GBV survivors and diverse stakeholders from the Cambodian transitional justice field. The hearings aimed to provide the opportunity for survivors to break decades of silence on GBV under the Khmer Rouge, and to promote the public acknowledgment of these crimes. As such, they complemented the truth-seeking efforts of the ECCC, and thereby ensured that sexual violence was included in the historical account of atrocities committed by the Khmer Rouge. Approximately 1200 Cambodians and international stakeholders participated in the hearings including a large number of Civil Parties and other Khmer Rouge survivors, in addition to university students and stakeholders from the ECCC, UN agencies, national and international NGOs and – to some extent – Government institutions and the media. The testimonies of a number of GBV survivors from other post-conflict countries (Nepal, East Timor, Bangladesh) and video messages of the former and current UN Special Representative of the Secretary-General on Sexual Violence in Conflict reportedly contributed to widespread international media attention to the Women's Hearings. However, Khmer speaking media and TV did not show interest in the subject.

The women's hearings allowed for the presentation of firsthand accounts of sexual violence from survivors and witnesses and included expert testimonies on the Khmer Rouge. One of the Women's Hearings specifically aimed to engage young Cambodians and to create intergenerational dialogues. The panel of this Women's Hearing consisted of a group of fifteen university students who issued a public statement with recommendations to the Government and other stakeholders. According to an assessment during a follow-up meeting with 11 GBV survivors who had testified during the Women's Hearings, all of them appreciated their participation and the opportunity to talk about their experiences in public. Interview results in this evaluation in summary support these findings with a majority of Civil Party respondents who appreciated the opportunity to share their experiences and to express painful emotions. All interview respondents emphasized the need for additional activities in order to further inform the young generation. Two respondents expressed their wish to see similar truth-telling forums on the provincial or regional level.

42. Key finding: CDP in collaboration with TPO effectively produced and disseminated 29 call-in radio shows on GBV under the Khmer Rouge, experiences of women and men, the progress of the legal proceedings by the ECCC, and its implications for gender issues in Cambodian society today. The approach has been instrumental to reach a wider audience in more rural areas of Cambodia.

The monthly broadcasts and regular rebroadcasting of the project's 29 call-in radio shows has been important to reach a wider audience in more rural areas of Cambodia. The main objective was to inform on GBV under the Khmer Rouge, however, some of the radio shows addressed wider aspects of the transitional justice process such as the proceedings at the ECCC, the mental health dimensions of transitional justice work, and inequitable gender norms in Cambodian society today. Over the first two years of the project cycle, the effectiveness of the project's radio shows was partially hampered by the limited broadcasting range of its radio station. Starting in January 2014, the radio program has extended its broadcasting range through the collaboration with two additional radio stations and four-monthly rebroadcastings, which delivered the program to further parts of the country. In addition, CDP has compiled and produced 400 DVD copies of the radio shows that have been distributed in universities and NGOs throughout Cambodia. The number of the 309 listeners in total who called and actively participated in the radio show remained relatively high but stable over the first two years of the project cycle; however, according to CDP's monitoring results, radio callers were increasingly open and willing to share their experiences. In year 3 of the project, the number of callers during the radio shows increased dramatically as interest in the issue of GBV under the Khmer Rouge was growing.

According to one small-scale radio listener survey by CDP, most of the listeners originated from the provinces and were evenly distributed according to gender and age. Information on the topic had only rarely come to their attention prior to the radio show, and all but one answered affirmatively to the question 'Did listening to the radio show change anything in your life?' Interview and FGD results in this evaluation indicate that the radio show is well known among Civil Parties. Moreover, one high level Government representative and most NGO stakeholders consulted were aware of and appreciated the radio show.

43. Key finding: Other project activities as foreseen in this project such as the large-scale outreach forums by the VSS, the legal counselling services by CDP, and the project's psychosocial initiatives such as the SHGs and the Testimonial Therapy approach also engaged women and men in public dialogues on GBV under the Khmer Rouge.

In addition to the above-mentioned activities, a number of other activities in this project also contributed to the engagement of women and men in public dialogues on GBV under the Khmer Rouge. These include the large-scale outreach forums by the VSS, the community-based legal counseling services by CDP, and the public ceremonies in Testimonial Therapy as well as awareness raising activities by the SHGs. There is further evidence that the project's video productions, TV and radio appearances, and the internet platform effectively contributed to public dialogues on GBV under the Khmer Rouge.

Output 4.2: Information on GBV under the Khmer Rouge, women's rights, and 'good practice' examples for gender-sensitive transitional justice measures is documented and accessible to public.

44. Key finding: The project effectively established and administered an internet platform to provide information on women under the Khmer Rouge and today, GBV in conflict, the objectives and recent developments at the ECCC, as well as to document and share gender-sensitive transitional justice practice.²³

The internet platform is the most important collection of academic work, scientific research, and historic documentation on the topic of gender-based violence under the Khmer Rouge today. It further provides detailed information on past and on-going transitional justice measures related to GBV, and allows for easy access to all Outputs of the project. Website contents include a variety of research and activity reports, outreach and advocacy material, audio-visual material, and the project's radio show. Moreover, the internet platform provides information and news on the work of the ECCC and gender equality initiatives in Cambodia today.

In a google search on 'GBV + Cambodia', the project's website will appear on place one or two of the search results. From the evaluation's interview results, however, it appears that the website was primarily used by Civil Society. Indeed, most NGOs consulted during this evaluation know and visit the website on a regular basis. However, other stakeholders like ECCC staff or Civil Parties seem to be less aware of the website and its content. The project partners are aware of this challenge and already enhanced website traffic through cross promotion over Facebook and YouTube, and by linking the website more effectively to partner organizations and groups. Moreover, the website primarily focuses on CDP's and TPO's research and documentation, and therefore does not function as a repository of information on all GBV related transitional justice work.

45. Key finding: The project produced and disseminated film productions and photographic material that effectively raise awareness on GBV under the Khmer Rouge and today.

Although finalized at a later stage of the project, the project's video productions have already been used during national outreach activities by the partner organizations and regional workshop by international NGOs in the transitional justice field. Copies have also been distributed to universities and NGOs as well as within the ECCC. In addition, the partners distributed approximately 200 copies of the Women's Hearing report, approximately 400 copies of the radio shows, and 200 copies of the project's documentary films. The project's documentary films have also been shared through other means such as public screenings in Phnom Penh and their distribution over Facebook and YouTube. Last but not least, some DVD shops in Phnom Penh started to sell pirate copies of the project's documentary films.

46. Key Finding: The project developed a standard format for documenting and assessing gender-sensitive transitional justice practice and is currently in the process to disseminate the results among NGOs and through the publication on the program's internet platform.

In order to further contribute to knowledge development in the working field, the project also produced a collection of 'good practice' examples related to Civil Party support services, research and

²³ <http://gbvkr.org>

documentation, the forum theatre approach, the Women's Hearings, and public education, and is currently in the process to disseminate the results among NGOs and through their publication on the project's internet platform.

47. Key finding: The project conducted a comprehensive study to gather information about types and practices of GBV under the Khmer Rouge as well as to explore after-effects of the violence and coping strategies of survivors. The research further aimed to evaluate some aspects of the project's impact on Civil Parties.

Finally but significantly, in 2014, TPO Cambodia conducted a comprehensive survey as one activity of the project. The objectives of the research were twofold: Firstly, it aimed to gather information about types and practices of GBV experienced by Civil Parties during the Khmer Rouge regime as well as to explore after-effects of the violence and coping strategies of survivors. The research further aimed to evaluate some aspects of the project's impact on Civil Parties by assessing their attitudes towards the ECCC, their participation in the justice process as well as towards reparations.

Outcome 4: Women and men have demonstrably increased their understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.

48. Key finding: While it is difficult to judge on the project's impact in terms of awareness raising in the entire population, there is some evidence that the project effectively increased women's and men's understanding on GBV under the Khmer Rouge, the causes for violence against women and women's human rights today.

The assessment of awareness, knowledge, and attitudes in an entire population is inherently challenging primarily due to the difficulty of determining cause and effect in awareness raising and advocacy initiatives and outcomes, especially when such initiatives attempt to influence more general attitudes and values such as the causes for GBV and women's human rights today. It is thus understandable that this project did not foresee any systematic monitoring activities to quantify the project's awareness raising and advocacy effects on the entire population.

Another source of complexity in the evaluation of the project's impact on knowledge building was the considerable overlap of the project's activities, which bring together a number of awareness raising, knowledge building and research efforts targeted at diverse stakeholders in the population.

However, a number of monitoring results indicate substantial progress with regard to knowledge building and awareness raising:

- The results from a randomly selected sample indicate that 100 % of the radio listeners to the project's radio show could identify at least two types of GBV under the Khmer Rouge. In addition, 80 % of the radio callers could identify at least two ways how GBV survivors are still affected today, and 90 % of the radio callers could identify at least one thing in common between GBV during Khmer Rouge and today.
- Moreover, 85 % of the forum theatre participants could identify at least two types of GBV under the Khmer Rouge. In addition, 92 % could identify at least two ways how GBV survivors are still affected today, and 84 % could identify at least one thing in common between GBV during Khmer Rouge and today.
- There is further evidence for increased gender knowledge among participants of the Women's Hearings. According to one assessment, 35 respondents stated that they had 'much knowledge' and eleven stated that they had 'very much knowledge' before attending the event. This number increased to 72 and 38 respondents respectively after the event.

- In addition, 80 % of the gender thematic workshop participants saw the workshops as ‘a lot’ or ‘completely’ relevant for their work.
- According to VSS’s assessment of 200 Civil Parties who received legal updates during their visits to the court, 90 % understand what they were told during legal counselling ‘a lot’ or ‘completely’, 80 % understood what was happening during the hearing ‘a lot’ or ‘completely’, and 90 % were able to list three things they learnt about the proceedings.
- According to one assessment of a legal counselling workshop by CDP, 100 % of the participants indicated that the ECCC is very relevant to them and 70 % could list three things they had learned during the workshop.
- According to the project’s monitoring results, 80 % of the Civil Party representatives who were trained on GBV consequently felt better prepared to support survivors of GBV.
- According to pre- and post-assessments, 89 % of all participants in the trainings at the Lawyers Training Centre improved their knowledge on the gender related aspects of their work.
- Interview and FGD results from this evaluation further indicate a high level of understanding among SHG members and participants in the project’s Testimonial Therapy approach.
- Last but not least, there is some evidence for the impact of the project’s internet platform, the film productions and photographic documentation, the collection and dissemination of best practice and lessons learned, which implies an increased awareness amongst women and men.

From the above results, it appears that both primary and secondary beneficiaries of this project increased their understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.

Additional Outcomes

49. Key finding: The project significantly contributed to advocacy activities to ensure women’s access to their transitional justice rights.

In addition, to the above-mentioned activities, outputs and outcomes, this project contributed substantially to advocacy efforts to create political will in the interest of survivors of GBV under the Khmer Rouge. Examples include three submissions by CDP to CEDAW, CDP’s recommendations on the 2nd National Action Plan to End Violence against Women, the participation in national and regional networks and conferences, and the publication of research reports. The recommendation made by the CEDAW Committee on 18 October 2013 to the Government of Cambodia specifically demand action to ensure that redress is provided for the survivors of GBV under the Khmer Rouge. These advocacy achievements would not have been possible without the critical engagement by the international advisors of CDP and the volunteer services by the external international consultant who was responsible for the project’s baseline study.²⁴

In summary, the above-mentioned findings indicate that numerous female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence, have been effectively supported to enjoy and exercise their transitional justice rights.

²⁴ <http://gbvkr.org/wp-content/uploads/2013/01/Results-of-the-ECCC-Baseline-on-Gender-Sensitivity-in-Transitional-Justice-Processes-in-Cambodia-20121.pdf>

Evaluation Question 5: To what extent did the project contribute to the project goal?

50. Key finding: The project contributed to substantial progress in ensuring that female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence, can enjoy and exercise their transitional justice rights.

The overall goal of the project is that 'Female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence, fully enjoy and exercise their transitional justice rights, namely the right to truth, to criminal justice, to rehabilitation and to non-recurrence'.

There is no common agreement on the definition of 'transitional justice rights'. Thus, it is difficult to assess the project's contribution towards this overall goal. However, the overall goal mentions four aspects that could be considered as essential elements of the transitional justice package: the right to truth, to criminal justice, to rehabilitation and to non-recurrence. These four aspects are mirrored in the four outcomes of this project as indicated below:

- **Outcome 1:** *The ECCC and NGOs improve their gender-sensitivity in operations and activities. Educational institutions for judicial professionals are more aware of gender needs.*
- **Outcome 2:** *Female survivors and GBV victims are provided with resources and effective Case Management that ensures their participation in court and outside of court, the stories of victims are heard, and they get perspective of their redress.*
- **Outcome 3:** *Female Civil Parties and victims of GBV improved their mental well-being and mutual support.*
- **Outcome 4:** *Women and men have demonstrably increased their understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.*

Activities under outcome 4 focus on gender awareness raising and truth telling and thereby contributed to the right to truth and the non-recurrence of GBV, the first and last aspect mentioned in the overall goal. Activities under outcome 1 and 2 focus on improvements to ensure Civil Parties' access to justice, the second aspect mentioned in the project's overall goal. Activities under outcome 3 provide psychosocial rehabilitation and truth-telling services and thereby contribute to the rehabilitation of survivors, the third aspect mentioned in the overall goal.

The project's contributions related to these four areas of work have been comprehensively addressed in the effectiveness section of the report. In summary, the effectiveness findings indicate substantial progress in these four areas of transitional justice work.

The project's goal indicators provide some additional evidence for progress towards the right to truth and criminal justice. However, these process indicators are not suited to inform on progress made towards the other two aspects mentioned in the project goal, the right to rehabilitation and to non-recurrence.

With regard to goal indicator 1, the project's monitoring results indicate that 1153 Civil Parties and GBV survivors participated in the hearings at the ECCC. In addition, approximately 1000 Civil Parties and GBV survivors participated in meetings with their lawyers at the ECCC, and approximately 100 Civil Parties participated in the legal counselling workshops by CDP. Moreover, approximately 1200 GBV survivors participated in the project's women's hearings as specified in goal indicator 2. These monitoring results provide some additional evidence for the project's success with regard to Outcome 2, and thus provide evidence for progress towards the right to truth and criminal justice as indicated in the project goal.

51. Key finding: It is a major success of this project to have contributed to the ambitious goal of transitional justice through an integrated project designed to contribute to four areas of transitional justice work.

Transitional justice can be seen from a wide range of angles, addressing legal, psychological, medical, economic and socio-cultural among other factors. It is therefore a major success of this project to have contributed to the ambitious goal of transitional justice through an integrated project contributing to substantial progress in the above-mentioned four areas of transitional justice work. These four areas are clearly interrelated, together, they are essential on the road towards transitional justice and lasting reconciliation.

Evaluation Question 6: What other intended and unintended consequences resulted from the project for female survivors of the Khmer Rouge regime, in particular for survivors of GBV?

52. Key finding: Despite the comprehensiveness and impact of this large-scale project, its services could not satisfy the needs of all Civil Parties in Case 002/02. This reportedly led to considerable dissatisfaction among those Civil Parties who did not benefit from this project.

The project's service provision for a selected group of Civil Parties caused dissatisfaction among many of those Civil Parties who were not beneficiaries of this project.

SUSTAINABILITY

Evaluation Question 7: Which results are likely to be sustained after this project ends, especially the results for female Khmer Rouge survivors, in particular survivors of GBV?

53. Key finding: Knowledge improvements among ECCC and NGO have been substantial as detailed in the effectiveness section of this report.

The project has placed special emphasis on training activities for professional staff. In doing so, the project has empowered ECCC and NGO staff, and Cambodian lawyers to deal more effectively with issues related to GBV. Knowledge improvements through this project have been substantial as detailed in the effectiveness section of this report. Some beneficiaries of the project's training activities have already changed their jobs but indicate to apply their gender knowledge in new positions in the Government, judicial or NGO sector.

54. Key finding: The project has developed a number of Civil Parties into service providers and advocates for change. While some may change their roles over time, many are likely to continue their engagement.

The evaluation findings show that the partners managed to develop and integrate the potential of non-professional community members such as the VSS and CDP focal points. These Civil Party representatives act as focal points for women's issues in their communities and raise awareness on GBV under the Khmer Rouge. Moreover, many SHG members conduct some form of counselling without external support, and function as resource and contact persons whenever cases of GBV occur.

55. Key finding: Training and networking activities contributed to knowledge exchange and collaboration among NGOs, and the establishment of a network of lawyers.

The establishment of regular meetings between NGOs on the issue of GBV under the Khmer Rouge through the gender thematic workshops has been a unique innovation in Cambodia. There is evidence that this project activity effectively transferred Khmer Rouge related knowledge to NGOs from the gender field. Moreover, a number of NGOs from the transitional justice field now include more GBV related information in their outreach work. Finally yet importantly, the collaboration and knowledge exchange between NGOs has improved. The gender thematic workshops were then further developed into the Legal Aid ERAW Network, which continued its work beyond the project duration and is currently run by the the Cambodian Human Rights Action Committee (CHRAC).

56. Key finding: The project developed new skills and capacities in the VSS, TPO Cambodia and CDP.

The project partners continued to grow in status and expertise. Staff has developed additional skills and knowledge to respond to GBV. In addition, new participatory skills from the forum theatre approach will contribute to increased ownership in the partners' future interventions. Moreover, TPO Cambodia has strengthened its psychological expertise and tools. Examples include refresher trainings on the Testimonial Therapy methodology and the development of detailed guidelines for the implementation of the SHGs.

57. Key finding: The project helped to include GBV under the Khmer Rouge in the CEDAW recommendations, an important contribution to foster Government responsibility in this underserved area of work.

EFFICIENCY

Evaluation Question 8: Was the project implemented in a timely manner, in accordance with the work plan? How efficient were management and coordination for the project?

58. Key finding: The project has been implemented in timely manners, and most activities have been completed in accordance with the project proposal and work plan. Partial and largely minor shortcomings are more than made up for by additional activities, such as the Testimonial Therapy approach, one additional women's hearing, additional outreach activities or the engagement in advocacy work.

In summary, the activities from the project proposal have been systematically used and most activities have been completed in accordance with the project proposal and work plan. However, both CDP and TPO Cambodia did not appoint Gender focal points. In addition, it has not been possible to engage the RAJP in training activities, and the LTC did not include a gender component in its curriculum as originally foreseen. With regard to the timely implementation of the project's activities, the appointment of the ECCC gender focal points came late almost one year after the beginning of the project. Moreover, the national elections in 2013 delayed the implementation of the project's legal counselling activities. At times, these have also been delayed due to the unpredictable court schedule and difficulties to contact Civil Parties by phone. An additional challenge has been the limited availability of the Civil Party lawyers due to their schedule and work overload. Moreover, the development of a standard format for documenting and assessing gender-sensitive transitional justice practices did not start until the third year of the project. Originally, this activity had been planned for the early stages of the project to allow for the systematic collection of good practice examples throughout the project cycle. Last but not least,

the project's study has been delayed due to the maternity leave of two of TPO Cambodia's research staff, and will be in March 2015.

However, considering the large number of project activities and beneficiaries and shortcomings' very limited impact on the achievement of the project results, these partial gaps should be considered as relatively insignificant. Moreover, these shortcomings are more than made up for by additional activities in this project that had not been foreseen in the original proposal, such as the introduction of the Testimonial Therapy approach, the implementation of one additional women's hearing, the partners' additional outreach activities or their engagement in advocacy work.

59. Key finding: The project relied on the professional work planning and management by partners' staff. External experts contributed substantially to the design, management, implementation and monitoring of the project.

The project partners are well-established organizations with good administrative and managerial capacities contributing substantially to the quality achievement of the project results. The project management structure was clear, and regular exchange between the project partners in monthly management meetings ensured the effective implementation.

The engagement and work of CDP's and TPO's senior advisors by the Civil Peace Service of the German Agency for International Cooperation (GIZ) was particularly important for the successful design, management, implementation and monitoring of the project. According to the evaluation's interview results, these are well known and respected for their high level of expertise and engagement in the project although they received no financial assets for their continuous engagement in the project's work. In addition, volunteer consultancy services by external experts substantially contributed to the project's design and successful implementation in particular in the area of advocacy work.

However, as in every organization, there were also challenges in some areas of work. For instance, there appears to be room to strengthen staff engagement in planning and review mechanisms. Resource allocation could also be strengthened, e.g. through additional fundraising and networking efforts.

60. Key finding: Despite some conflicts of interest between the partners, the project's overall partnership and coordination functioned well.

The collaborative implementation of a project of this size and scope with two local NGOs has been a new experience for the VSS, which must be greatly acknowledged. The cooperation between VSS, TPO Cambodia, and CDP was strategically well chosen, with all partners having their own mission and clear contribution to the project. The VSS is considered an important partner because it ensured the ECCC's engagement in the project and close contact to Civil Parties and staff at the ECCC. TPO Cambodia and CDP are considered important partners because they provided ample experiences and expertise in gender and transitional justice work at various levels, and ensured close and continuous contact to Civil Parties in the field.

However, as in most collaborative projects, the partnership was not without its challenges. In the second year of the project, for instance, the VSS took over the sole responsibility for the monitoring of the project, but monitoring data were not sufficiently documented and shared resulting in some dissatisfaction by CDP and TPO. Two NGO respondents also described a non-participatory and at times paternalistic attitude on part of the VSS. In addition, the partners had some diverging ideas on NGOs' dual capacity as both partners of and advocates for improvements at the ECCC. On the long run, however, the partners managed to integrate multiple perspectives, negotiate power differences, and discover common ground.

61. Key finding: Human Resources were stretched thin; however, the partners were able to respond through effective staffing decisions. The project staff must be commended for working hours way beyond usual working time.

Considering the project's ambitious objectives and large number of project activities, this project has been achieved with very limited human and financial resources. Moreover, human resources were stretched thin due to maternity leaves at TPO or walkouts at the ECCC. However, the project partners were able to respond to these circumstances through the inclusion of additional staff that was not paid through this project. This management response ensured that most activities were implemented in time and of high quality. Finally yet importantly, partner staff must be commended for their skills and working hours way beyond working time.

62. Key finding: The financial management was efficient and effective to ensure the implementation of the project.

The project partners were successful to spend the funding in strict accordance with the original budget and project plan. Financial information was reported bi-annually from the NGO offices and then transcribed in VSS's computerized financial controlling system. In addition, regular phone contact ensured the progress of disbursement. All project expenditures have further been controlled through regular financial reporting to the UNTFVAW and external financial audits. The VSS and partners must be commended for the effective financial management of the project contributing significantly to the successful implementation of the work plan.

63. Key finding: The evaluators did not conduct a complete cost-effectiveness analysis of the project; however, staff's high level of expertise, the use of SHGs and the volunteer contribution by international experts contributed to the cost-effectiveness of the project.

The evaluators did not conduct a complete cost-effectiveness analysis of the project. However, there is some evidence for the cost-effectiveness of this project. Most staff members, for instance, are highly experienced and thus able to implement activities in numbers that otherwise could not have been achieved. Moreover, the project's SHGs were well suited to contribute to the cost-effectiveness of the project as they are especially cost-effective to reach higher numbers of clients than individual counselling, and can be conducted through limited numbers of staff. Finally yet importantly, this project heavily relied on the support by TPO's and CDP's Civil Peace service advisors, who were not funded through this project, and volunteer services by external consultants who did not receive financial rewards.

KNOWLEDGE DEVELOPMENT

Evaluation Question 9: What documentation of project activities, new knowledge and practice has been conducted?

64. Key finding: The project effectively contributed to the development and documentation of new knowledge and practice, and ensured the sharing of results.

The project specifically aimed to broaden and share knowledge on issues related to the overall goal and outcomes of this project. Outputs 1.1, 2.2, 3.1 and 4.2. all contributed to the development and documentation of new knowledge and practice, and to ensure the sharing of results. The project's achievements and some challenges in terms of knowledge development and sharing are detailed in the respective sections of this report. An overview can be found in the report's section on outcome 4 of this project.

8. CONCLUSIONS

RELEVANCE:

1. The project clearly addressed a widely underserved area of gender work in the Cambodian transitional justice context

The project has been a unique and forward-looking endeavor in the Cambodian transitional justice process due to its importance as the country's first serious effort to bring justice and healing to survivors of GBV under the Khmer Rouge. Before the start of this project, only very few projects or activities addressed the needs of survivors of GBV under the Khmer Rouge, and there was a lack of attention by the ECCC. Thus, this project has been a highly relevant initiative by the project partners.

2. The project offered a well-suited combination of activities in four important areas of transitional justice work.

The overall strength of the project design is its inclusiveness and comprehensiveness. It is clear that criminal prosecutions alone do not fulfil the ambitious goals of justice and healing. Thus, transitional justice measures need to be tied to a wider process of reconciliation and social healing. The partners designed an integrated project taking into account most relevant judicial and non-judicial justice needs.

3. There is a continued need of projects and mechanisms to ensure that female survivors of the Khmer Rouge regime, in particular survivors of GBV, can enjoy and exercise their transitional justice rights.

The project's main objectives remain highly relevant in the Cambodian transitional justice context. It is important to remember that it is only now that the ECCC will address GBV under the Khmer Rouge in Case 002/02.

4. Justice, truth-telling, and mental health services are only three areas of intervention in the transitional justice process. There are many other needs of Cambodians struggling with a personal and social history of human rights abuses, most significantly poverty and poor access to health care.

It is important to remember that justice, truth-telling, and mental health services are only three components of the transitional justice process. They cannot guarantee that survivors of GBV fully enjoy and exercise their transitional justice rights, as there are many other needs of people struggling with a personal and social history of human rights abuses. Survivors' poverty and limited access to health care, for instance, have not been addressed by this project.

EFFECTIVENESS:

5. The project effectively improved the ECCC's and NGOs' awareness of GBV under the Khmer Rouge, and – to some extent – gender knowledge and gender sensitivity in their work. Cambodian judicial professionals also became more aware of gender needs. However, gender knowledge building and gender mainstreaming towards more gender equality in organizations' structures and procedures require more time and resources to be effective.

The project's activities contributed to significant knowledge gains, however, the integration of gender knowledge in activities by the ECCC and NGOs remains limited. Moreover, the shape and focus of

gender mainstreaming efforts are still evolving. It is clear that gender mainstreaming requires more time and resources to be effective.

6. The project effectively provided approximately one fourth of the Civil Parties in Case 002 with resources and case management that ensured their participation in and outside the court. However, the level of service provision is uneven across the project's Civil Party groups. Moreover, continued and more comprehensive service provision is required to respond to the needs of almost 4000 Civil Parties in Case 002 at the court. If these needs are not satisfied, widespread frustration among Civil Parties may undermine the Civil Party mechanism, and thus threaten the success of the court.

With the understaffing and limited availability of funding for victims' support at the ECCC, this project was instrumental in ensuring Civil Party participation in and outside the court. In summary, the evaluation results demonstrate that Civil Parties did not only effectively participate, but also appreciate and understand the proceedings at the court. However, the level of service provision was unevenly distributed across the Civil Party groups. While some Civil Parties received a relatively complete package of legal and psychological counselling services, others had to make do with very limited support. Moreover, there are almost 3000 more Civil Parties in Case 002 who were not provided with resources and case management to participate in any activities related to the ECCC. If these needs are not satisfied, widespread frustration among Civil Parties may undermine the Civil Party mechanism, and thus threaten the success of the court.

7. The project effectively improved GBV survivors' mental well-being and mutual support. However, the overall limited availability of psychological services for Civil Parties and other survivors is alarming. Thus, any future transitional justice measures in Cambodia need to place mental health at the center of action.

The evaluation findings clearly indicate the effectiveness of the project's psychosocial approach. Many survivors can now better rely on their peers for emotional and practical support, enhanced their personal awareness and self-help skills, and have better capacities to express and deal with feelings. The evaluation results further point towards beneficial mental health effects by the project's legal measures and truth-telling activities. However, having in mind the large number of Civil Parties in Case 002 and the high level of trauma symptoms in the Cambodian population and among Civil Parties in particular, the overall very limited availability of psychological services is alarming. Thus, any future transitional justice measures need to place mental health at the center of action.

8. The documentation and dissemination of knowledge and comprehensive truth-telling activities both on the local and national level were instrumental to increase women's and men's understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.

The project offered extensive local and national truth-telling opportunities for survivors to be heard, and to get perspective of their redress. The evaluation results indicate that participants in community-based truth-telling activities show a greater sense of community, greater self-disclosure discussing Khmer Rouge experiences, as well as fewer social constraints from their peers when talking about the past. Truth-telling as delivered through this project did not (re-)produce conflict and/or lead to the re-traumatization of survivors because the project was conducted carefully and with ample psychological support. The evaluation concludes that the project's awareness raising and truth-telling activities in summary helped to keep the past alive, and to take the transitional justice process to a wider cross-section of the population.

IMPACT:

9. The project has produced significant progress in ensuring that female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence, can enjoy and exercise their transitional justice rights.

In summary, this unique and ambitious project has already accomplished a great deal of what was intended. Although a number of recommendations will be made, there is clear evidence that this project was well suited in supporting female survivors of the Khmer Rouge regime, in particular survivors of GBV, to enjoy and exercise their transitional justice rights.

SUSTAINABILITY:

10. While the current funding gap and limited gender mainstreaming activities pose challenges to the sustainability of results, the partners have created solid foundations for continued progress and achievements.

In summary, a number of benefits produced by the project continue after the external assistance has come to an end. In particular, sustainability can be found in the continuation of momentum and commitment, in the application of knowledge and skills, and in the use and broadening of networks. However, there is a clear gap in the systematic institutionalization of gender perspectives.

EFFICIENCY:

11. In summary, the project has been implemented in timely and efficient manner. The achievement of results has been cost-effective and funding has been spent in strict accordance with the original budget and work plan.
12. The project relied on professional work planning, management, and a high level of commitment by partners' staff. Volunteer services by international experts contributed substantially to the design, management, implementation and monitoring of the project.

KNOWLEDGE DEVELOPMENT

13. As mentioned in the conclusions related to outcome 4, the project effectively contributed to the development and documentation of new knowledge and practice, and ensured the comprehensive distribution of project Outputs and results. However, there is room for improvement with regard to the dissemination of project achievements on the regional and international level.

9. RECOMMENDATIONS

This final section provides a number of recommendations that are based on the evaluation's findings and comments outlined in the previous chapters and sections of the report. Each recommendation is accompanied by a set of sub-recommendations that relate to practical implications.

RELEVANCE

1. The Government is advised to support initiatives in response to GBV under the Khmer Rouge through funding targeted at reparation and non-judicial justice measures.
2. The ECCC is advised to allocate additional financial and human resources for Civil Party support services and outreach work.
3. International Partners and donors are advised to continue/increase their technical and financial support to the VSS and/or transitional justice NGOs in this crucial phase of the ECCC.
4. The VSS is advised to raise additional funds from national and international donors, and to design gender-sensitive reparation and non-judicial measures in close collaboration with Khmer Rouge survivors, NGOs and the Lead Co-Lawyer Section of the ECCC.
5. The Government, the VSS, UN agencies and NGOs could (re-)consider the establishment of a trust fund for Khmer Rouge survivors including survivors of GBV. Other countries have also set up funds for administering reparations to survivors of GBV. Reparation schemes could take the form of monetary compensation, the establishment of services or other forms of support such as health insurance or pension schemes.
6. NGOs are advised to proactively reach out to donors and to design reparation and non-judicial measures. Projects designed in collaboration with the LCL and VSS of the ECCC are more likely to attract funding. However, direct collaborations with the VSS or other sections of the ECCC are not a requirement, and reparation projects can also be directly submitted to the LCL section of the ECCC. NGOs who do not want to design reparation projects in line with the limited scope and mandate of the court are advised to focus on non-judicial measures, which allow addressing other transitional justice needs including the prevention of and response to other forms of GBV than just forced marriage and rape in the context of forced marriage. Project design and planning should be based on an assessment of gender-related challenges, and the expressed needs of survivors of GBV.
7. When funding/designing reparation and non-judicial measures, the Government, international donors, the VSS and NGOs are advised to prioritize rights- and community-based psychosocial interventions that provide opportunities to share and process traumatic experiences in a safe and supportive setting. Psychosocial activities should whenever possible integrate truth telling as exemplified in this project's SHGs and the Testimonial Therapy approach.
8. The Government, international donors, the VSS, and NGOs are advised to develop additional community-based and national truth-telling mechanisms that address GBV under the Khmer Rouge. A number of activities in this project, such as the Women's Hearings, the forum theatre and Testimonial Therapy approach, and community dialogues may serve as examples for future projects. In addition, the Government could formally acknowledge and condemn gender-based crimes under the Khmer Rouge.
9. The Government, international donors, the VSS, and NGOs are advised to integrate measures that ensure survivors' economic and social rights. Further progress could be achieved through the provision of pension schemes and/or collaborations with and the development of referral mechanisms to livelihood organizations.
10. The Government, international donors, the VSS and NGOs are advised to provide survivors of GBV under the Khmer Rouge with free access to medical services in order to address survivors' health needs. For instance, reparation measures could include health insurance schemes.

11. Whenever funding/providing services, the Government, international donors, the VSS, and NGOs are advised to develop a clear mapping strategy in order to reach a fair and balanced selection of Civil Parties. This strategy should also be communicated to all Civil Parties and the public, so that those who do not benefit feel less excluded.
12. The ECCC, VSS, and NGOs are advised to proactively network with the Ministry of Women's Affairs of Cambodia, the Cambodian National Council for Women, the United Nations Country team in Cambodia and transitional and non-transitional justice NGOs. As the one section of the ECCC working the closest to survivors, the VSS can provide important experiences and expertise to raise awareness on the needs of survivors, and foster linkages between governmental and non-governmental organizations.
13. Transitional justice, mental health and gender NGOs are advised to step up their advocacy/awareness raising activities, and to engage in dialogues with international partners and Government institutions. Specific activities could include small-scale face-to-face meetings with key decision makers, and the design of tailored information packages that should also include radio productions and films. An alternative approach would be to facilitate direct meetings between Government stakeholders and survivors.
14. Advocacy activities could include lobby work for the inclusion of services for survivors of GBV under the Khmer Rouge in Cambodia's 2nd National Action Plan to Prevent and Respond to Violence against Women.
15. Educational institutions and NGOs could conduct further research, and report to the ministries through conferences and the submission of research results.
16. The project partners are advised to strengthen advocacy activities by GBV survivors themselves. To this end, a core group of Civil Parties and their representatives and/or self-help group participants could be empowered to speak in front of international bodies and/or during international memorialization events, congresses, etc.

EFFECTIVENESS

For each outcome, a set of recommendations is presented with the intention of being applicable to a continuation of activities in the future. The aim is to provide a number of recommendations, sufficiently expressed, and addressed to those with the means and responsibility to implement them.

Outcome 1: The ECCC and NGOs improve their gender-sensitivity in operations and activities. Educational institutions for judicial professionals are more aware of gender needs.

17. The ECCC and NGOs are advised to promote a gender perspective in their operations and procedures. Mainstreaming a gender perspective is the process to assess the implications for women and men of any operation or procedure in all areas and at all levels. It is a strategy for making women's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of all activities. The objective should be to establish gender-sensitivity as the common responsibility of all staff. The ultimate objective is to achieve gender equality.
18. Gender mainstreaming activities require a broader, long-term and integrated approach. The following sub-recommendations aim to facilitate gender mainstreaming at the ECCC.
 - Establish a gender working group: In order to assign responsibilities for gender-mainstreaming tasks, the ECCC could establish a gender working group with representatives of all sections of the ECCC. This working group would be responsible to monitor any gender-related challenges, and to plan and oversee activities in response. The objective should be that gender sensitivity is taken on as common responsibility by all sections of the ECCC. Senior managers from each unit

or section could take a prominent role. This approach would also ensure the more effective engagement of staff with gender expertise.

- Improve gender competencies among ECCC staff: All staff should have a basic understanding of the extent and impact of GBV under the Khmer Rouge, and the gender related dimensions in their work. While other international tribunals provided gender-training opportunities for staff, such a program does not exist within the ECCC. Training should be institutionalized and ongoing to account for turnover and the changing work of the court.
- Conduct staff development activities for female staff: Specialized training for female staff could foster women's engagement in more senior positions.
- Review and revise staffing procedures to recruit more female staff in senior positions: At the ECCC, qualified female investigators are particularly important. There is further an urgent need for female interpreters.
- Employ and/or prioritize social services staff with the experience to ensure a gender perspective during outreach work and in non-judicial and reparation measures. Planning and implementation of effective non-judicial measures requires recruitment strategies aimed at attracting staff with profiles and expertise in the gender and psychosocial field.
- Maintain and enforce a written policy against sexual harassment: Develop or inform all staff on the organization's sexual harassment policy and maintain an effective complaint procedure that allows victims to file a complaint. Allow for the comprehensive investigation of each case and ensure appropriate action and follow-up.
- Strengthen the position of the gender focal points: It cannot be emphasized enough that gender focal points need to be equipped with the necessary time, financial assets, and resources to effectively fulfill their gender mainstreaming tasks. In addition, gender focal points need detailed Terms of Reference with a clear description of their tasks.
- Conduct gender mainstreaming activities through the gender focal points: The overall objective of the gender focal points should be to advocate for greater attention to gender perspectives, and to provide advice on approaches to gender mainstreaming. Activities by the gender focal points could include:
 - ✓ Facilitate the development of a policy to be endorsed by senior management as a framework for gender mainstreaming.
 - ✓ Act as adviser on gender mainstreaming.
 - ✓ Represent the organization during events and workshops both at the national and international level where information on gender issues is requested.
 - ✓ Monitor evolving gender mainstreaming needs, and revise strategies as needed over time.
 - ✓ Develop mechanisms of regular gender monitoring and reporting.
 - ✓ Collect and disseminate background information, guidelines and good practice examples on gender-sensitive transitional justice work.
 - ✓ Disseminate information on gender issues in the organization.
 - ✓ Conduct gender trainings either independently or through external consultants. Gender trainings should be open to partner organizations and NGO staff.
 - ✓ Support gender mainstreaming in the field:
 - Establish clear standards detailing the minimum procedures for reporting, referral and case management including the provision of psychosocial services such as counselling and access to SHGs.
 - Regularly communicate with outreach staff on the gender-related dimension of their work, provide guidelines and tools, and participate in outreach activities to gain knowledge and provide training.

Outcome 2: *Female survivors and GBV victims are provided with resources and effective Case Management that ensure their participation in court and outside of court, the stories of victims are heard, and they get perspective of their redress.*

19. The VSS, CDP and other NGOs in the transitional justice field are advised to continue their legal support for Civil Parties. Given the acute lack of Civil Party lawyers, it is clear that more time and resources are required to ensure Civil Parties' knowledge on their case and the court's proceedings. Legal counselling could be considered a core responsibility of the court and should therefore be provided with additional financial and human resources by the ECCC.
20. Transitional justice NGOs are advised to make additional efforts in the training of Civil Party Representatives, a particularly effective way to multiply training efforts and foster knowledge development on the ECCC. These representatives/facilitators could also be trained in conflict resolution, non-violent communication, dialogue facilitation, and mental health support. Local facilitators could then use their skills to facilitate community dialogues on gender-related issues. Civil Party representatives could also be empowered to facilitate the design of community-based memorialization and awareness raising initiatives, in particular to educate youth about the past. However, it is important that Civil Party representatives are equipped with financial resources, outreach material, and follow-up training.
21. With regard to the invitation of Civil Parties to the court, the VSS is advised to review the project's practice in selecting Civil Parties for their visit to the court. A clear invitation strategy should be designed to ensure the inclusion of especially disadvantaged Civil Parties. This invitation strategy should also be communicated to those Civil Parties who are not invited to the court in order to prevent feelings of exclusion.

Outcome 3: *Female Civil Parties and victims of GBV improved their mental well-being and mutual support.*

22. TPO is advised to make additional efforts in the training of SHG facilitators. Local facilitators should be trained in facilitation skills, mental health support, and advocacy/awareness raising skills. These volunteers could then use their skills to facilitate the SHGs, support survivors of GBV, and conduct community dialogues on pressing social issues. As already mentioned with regard to the Civil Party representatives, it is essential to equip local facilitators with resources, funding, and follow-up training to be effective.
23. A further area of involvement could include specialized mental health training for local GO/NGO stakeholders and medical staff. Such training should focus on the identification of people with mental health needs, and their effective referral to professional services.
24. Moreover, TPO is advised to engage more effectively in mental health advocacy activities on the national/regional level. Indeed, further progress with regard to the rehabilitation of Khmer Rouge survivors will be closely linked to the wider availability of public mental health services.
25. In any future transitional justice program, the VSS is advised to ensure additional psychosocial services by professional psychological staff. With limited financial and human resources, TPO Cambodia is not able to extend its services to all Civil Parties in need.
26. Future projects could include additional mental health training for legal staff. This would enable them to better deal with potentially traumatized individuals, and to refer them to appropriate services.

Outcome 4: *Women and men have demonstrably increased their understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.*

27. The VSS, CDP and TPO are advised to continue their dissemination of experiences and project material among NGOs and other stakeholders in- and outside the transitional justice field. The partners could, for instance, link the website more effectively to transitional justice networks,

databases or institutions, or strengthen knowledge exchange with NGOs from other countries. Moreover, the website could be translated into Khmer.

28. Awareness raising could also be more targeted towards selected Government stakeholders. The partners could, for instance, compile information packages and/or facilitate meetings between Government stakeholders and survivors. Other opportunities include collaborations with the Parliamentary Institute of Cambodia and the Office of the United Nations High Commissioner for Human Rights to get access to and raise awareness among parliamentarians.
29. The partners could further consider collaborative research projects with other NGOs or research institutions to raise awareness, and strengthen collaboration and research on the issue of GBV under the Khmer Rouge.
30. In order to address the lack of media interest, the partners could collaborate with UN Women's media partners such as the Cambodian Center for Independent Media.
31. The Public Affairs Section (PAS) of the ECCC is advised to produce and share additional information on GBV under the Khmer Rouge, and related activities of the court. To this end, PAS could make use of the comprehensive video and radio productions of this project.
32. TPO Cambodia is advised to consider the development of SHGs into Women's and Men's Action Groups that engage in awareness raising and advocacy activities.

IMPACT

33. Reparation and non-judicial measures should seek to address both the causes and consequences of human rights violations and operationalize principles of gender equality, non-discrimination and victim participation to have transformative impacts on survivors, communities and the Government.

SUSTAINABILITY

A number of recommendations that would enhance the effectiveness of this or any similar projects also serve to enhance the sustainability of such projects:

34. Any transitional justice measure should aim to empower GBV survivors to advocate for their own interests. This requires the comprehensive use of participatory processes and tools. NGOs might also provide training to survivors and their representatives to build capacities in the areas of awareness raising and advocacy work.
35. TPO and CDP are advised to engage in additional advocacy efforts to further strengthen the commitment of the Government, the ECCC, donors and NGOs to provide services for survivors of GBV.
36. The VSS is advised to engage in dialogues with the Government to ensure its support in the area of victims' support.
37. In order to keep GBV under the Khmer Rouge on the agenda, TPO and CDP are advised to further maintain the project's internet platform, and continue with the dissemination of project's outputs and research results.

EFFICIENCY

38. In any future project, the project partners are advised to engage in collaborative monitoring mechanisms, and to share interim monitoring results between the progress reports.

KNOWLEDGE DEVELOPMENT

39. As mentioned in the recommendations under Outcome 4, the partners are advised to continue their dissemination of experiences and project material.

10. ANNEXES

TERMS OF REFERENCE

Please note that the Terms of Reference have been submitted with the inception report.

EVALUATION MATRIX

Evaluation Criteria	Judgment criteria	Indicators	Data Sources	Data collection methods
Effectiveness	Evaluation Question: To what extent were the intended project Outcomes and Outputs achieved and how?			
	Outcome 1: The ECCC and NGOs improve their gender-sensitivity in operations and activities. Educational institutions for judicial professionals are more aware of gender needs.			
	Judgment Criteria: Gender sensitivity in the ECCC's operations and activities	Indicator: The rating of key sections of the ECCC on the gender sensitivity scale as compared to baseline	ECCC Baseline Progress reports ECCC staff	Desk review Semi-structured interviews with ECCC staff
		Indicator: Perception of Civil Parties surveyed that accessed gender sensitive services during the project period	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews
		Indicator: Proportion of surveyed female survivors who perceive gender sensitivity at the ECCC as satisfactory	TPO study Progress reports Female survivors	Semi-structured interviews with female survivors

		Indicator: Number of training beneficiaries among ECCC staff	Progress reports Attendance lists	Desk review
	Judgment Criteria: Gender sensitivity in NGOs' operations and activities	Indicator: The rating of Transitional Justice NGOs on the gender sensitivity scale as compared to baseline	NGO Baseline Progress reports Responses from ECCC staff	Desk review Semi-structured interviews with ECCC staff
		Indicator: Proportion of surveyed female survivors who perceive gender sensitivity in Transitional Justice NGOs as satisfactory	TPO study Progress reports Female survivors	Semi-structured interviews / FGDs with female survivors
		Indicator: Number of beneficiaries among NGO staff	Progress reports Attendance lists	Desk review
	Judgment Criteria: Awareness of educational institutions for judicial professionals of gender needs	Indicator: Educational institutions for judicial professionals are knowledgeable about gender related aspects in their work	Progress reports ILTC and RAPJ representatives Judicial professionals	Desk review Semi-structured interviews
		Indicator: Perception of lawyers surveyed that benefited from the project's training activities	Progress reports Attendance lists Lawyers	Desk review Semi-structured interviews

Output 1.1.: Staff of the ECCC, NGOs and educational institutions have demonstrably increased their knowledge related to gender-sensitive judicial and non-judicial measures				
	Judgment Criteria: Knowledge of ECCC and NGO staff related to gender-sensitive judicial and non-judicial measures	Indicator: % of participants of the gender community kick-off and the ECCC workshops that can identify at least two measures they could put in place to make their approach/activity more gender-sensitive	Progress reports Post-assessments ECCC workshops	Desk review
		Indicator: % of participants of all workshops that rate the relevance of the workshop to their work “a lot” or ‘completely’	Progress reports Post-assessments ECCC workshops	Desk review
		Indicator: Perception of ECCC and NGO staff surveyed that benefited from the project’s training activities	TPO study Progress reports Attendance lists Civil Parties Post-assessments	Desk review Semi-structured interviews
	Judgment Criteria: Knowledge of judicial professionals related to gender-sensitive judicial and non-judicial measures	Indicator: % of participants of trainings with educational institutions that can identify at least two barriers women face to accessing justice.	Progress reports Post-assessments trainings with educational institutions Judicial professionals	Desk review Semi-structured interviews
		Indicator: Perception of lawyers surveyed that benefited from the training activities	Progress reports Attendance lists Lawyers	Desk review Semi-structured interviews

Outcome 2: Female survivors and GBV victims are provided with resources and effective case management that ensures their participation in and outside the court, the stories of victims are heard, and get perspective of their redress.				
	Judgment Criteria: Capacities of female Khmer Rouge survivors to effectively participate in the court's proceedings	Indicator: Number of survivors who attended the trials	Attendance lists Progress reports	Desk review
		Indicator: % of female Civil Parties and GBV survivors surveyed that feel that what is happening at the ECCC is relevant or very relevant to them	TPO study National CP Forum Survey Interview results – female Civil Parties	Desk review Semi-structured interviews
		Indicator: Perception of Civil Parties surveyed that accessed gender sensitive services during their visits to the court	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews FGDs
	Judgment Criteria: Capacities of female Khmer Rouge survivors to effectively make their stories heard outside the court	Indicator: % of Civil Parties representatives that have been involved in or initiated an activity to share information or raise awareness of GBV under the Khmer Rouge or present day gender issues	Attendance lists Post-assessments - Women's tribunal Progress Reports TPO study Interview results – female Civil Parties	Desk review Observational participation in outreach activities Semi-structured interviews with female Civil Parties

			Interview results – community stakeholders	Semi-structured interviews with stakeholders in Civil Parties' communities
		Indicator: Perception of Civil Parties surveyed that accessed gender sensitive services during outreach work	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews FGDs
	Judgment Criteria: Capacities of female Khmer Rouge survivors to effectively make their stories heard inside the court	Indicator: Forced marriage case is demanded by legal representatives for trial to be expedited in case 002	Progress reports Analysis of court documents Media analysis	Desk review
		Indicator: Perception of Civil Parties surveyed that visited the court	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews
	Output 2.1.: Female Civil Parties and GBV survivors are legally represented and have the logistic means to attend the trials			
	Judgment Criteria: Legal representation and logistic means to attend the trials	Indicator: # of female CPs attending the hearings	Attendance lists Progress reports	Desk review

		Indicator: % of participants that understood what was happening during the hearing 'a lot' or 'completely'	VSS, CDP post-assessments Progress Reports Interview results female Civil Parties	Desk review Semi-structured interviews
		Indicator: % of participants that are 'a lot' or 'completely' satisfied with their level of participation in the ECCC	VSS, CDP post-assessments Progress Reports Interview results female Civil Parties	Desk review Semi-structured interviews
		Indicator: Perception of Civil Parties surveyed that accessed legal counselling services	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews FGDs
	Output 2.2.: Female Civil Parties and GBV survivors have strengthened their legal knowledge in the legal proceedings			
	Judgment Criteria: Level of legal knowledge by female Civil Parties	Indicator: % of participants feel 'a lot' or 'completely' satisfied by the information and support	VSS, CDP post-assessments Progress Reports Interview results female Civil Parties	Desk review Semi-structured interviews
		Indicator: % of participants that can list three things the learnt about the proceedings	VSS, CDP post-assessments Progress Reports Interview results female Civil Parties	Desk review Semi-structured interviews

		Indicator: Perception of Civil Parties surveyed that benefited from the training activities	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews
	Outcome 3: Female CPs and victims of GBV improved their mental well-being and mutual support			
	Judgment Criteria: The state of female Civil Parties' mental well-being	Indicator: % of CPs in SHG and individual treatment that demonstrate a significant decrease in symptoms of posttraumatic stress, depression and anxiety	Progress reports TPO survey Pre- and Post-Test results of the project's psychosocial activities	Desk review
		Indicator: % of female CPs and GBV survivors surveyed that improved their physical and psychological functioning	Progress reports TPO survey Case studies	Desk review
		Indicator: Perception of Civil Parties surveyed that were provided with psychosocial support	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews
	Judgment Criteria: The level of female Civil Parties' mutual support	Indicator: % CPs in SHGs and TPO clients that have strong supportive relationships with members of the group.	Progress reports TPO survey Interview results female Civil Parties Interview results project	Desk review Semi-structured interviews with female Civil Parties & project staff

			staff Pre- and Post- Intervention results	
		Indicator: Perception of Civil Parties surveyed that were provided with psychosocial support	TPO study Progress reports Attendance lists Civil Parties Other GBV survivors	Desk review Semi-structured interviews FGDs
	Output 3.1.: Female CPs and victims of GBV have better access to psychological and psychiatric treatment and a better understanding of their mental health issues			
	Judgment Criteria: Female Civil Parties' access to psychological and psychiatric treatment	Indicator: # of female CPs and GBV survivors who receive specialized trauma treatment.	Progress reports TPO survey	Desk review
		Indicator: # of female CPs and GBV survivors who regularly participate in SHGs (at least 7 sessions)	Progress reports TPO survey	Desk review
		Indicator: Perception of Civil Parties surveyed that accessed psychological and psychiatric treatment	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews

	Judgment Criteria: Female Civil Parties' understanding of their mental health issues	Indicator: % of female CPs and GBV survivors that are willing to disclose distressful personal information	Progress reports TPO survey	Desk review
		Indicator: Perception of Civil Parties surveyed that accessed psychosocial services	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews FGDs
	Outcome 4: Women and men have demonstrably increased their understanding on GBV under the Khmer Rouge, the causes for Violence Against Women and women's human rights today.			
	Judgment Criteria: Women and men's understanding on GBV under the Khmer Rouge	Indicator: % of respondents surveyed that can list at least two types of gender based violence that occurred during the Khmer Rouge period	Progress reports CDP post activity surveys Radio listener survey	Desk review
		Indicator: % of respondents surveyed that can list at least two ways how GBV survivors might still be affected today	Progress reports CDP post activity surveys Radio listener survey	Desk review
		Indicator: Awareness among media representatives on GBV under the Khmer Rouge	Interview results – media representatives Media survey results	Semi-structured interviews Media survey

		Indicator: Perception of women and men surveyed on their understanding on GBV under the Khmer Rouge	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews
	Judgment Criteria: Woman and men's understanding on the causes for violence against women, and women's human rights today.	Indicator: % of people surveyed that can identify at least one thing in common between sexual violence during Khmer Rouge and sexual violence today	Progress reports CDP post activity surveys Radio listener survey	Desk review
		Indicator: Perception of women and men surveyed on their understanding on the causes for violence against women, and women's human rights today.	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews
	Output 4.1.: Women and men engage in public dialogues on GBV under the Khmer Rouge and its implications for Cambodian society today			
	Judgment Criteria: Level of public dialogues on GBV under the Khmer Rouge and its implications for Cambodian society today	Indicator: # of radio callers during show	Progress reports Radio listener survey	Desk review

		Indicator: # of participants in the Women's Hearings	Progress reports Post activity survey	Desk review
		Indicator: # of participants in TPO's community dialogues	Progress reports Post activity survey	Desk review
		Indicator: Perception of women and men surveyed who participated in public dialogues	TPO study Progress reports Attendance lists Civil Parties	Desk review Semi-structured interviews
	Output 4.2.: Information on GBV under the KR, women's' rights and good practice" examples for gender sensitive transitional justice measures are documented and accessible to public			
	Judgment Criteria: Level of information on GBV under the KR, women's' rights and "good practice" examples for gender sensitive transitional justice measures available	Indicator: # of materials produced.	Progress reports Website review Review of project outputs	Desk review
	Judgment Criteria: Level of dissemination of information on GBV under the KR, womens' rights and "good practice" examples for	Indicator: # of materials disseminated	Progress reports Media review Website counter	Desk review

	gender sensitive transitional justice measures			
Relevance	Evaluation Question: To what extent were the project goal and outcomes relevant in responding to the needs of female survivors of the Khmer Rouge regime, in particular of survivors of GBV?			
	Judgment Criteria: The original project strategy and activities responded to the needs of female survivors of the Khmer Rouge regime	Indicator: Compliance of the project strategy and activities with survey results on the needs of female survivors	TPO survey results External survey results at the beginning of the project Interview results female survivors of the Khmer Rouge regime	Desk review Semi-structured interviews Focus Group Discussions
		Indicator: Proportion of female survivors surveyed who feel that what is happening at the ECCC is relevant to them	TPO survey results Interview results female survivors of the Khmer Rouge regime	Desk review Semi-structured interviews Focus Group Discussions
		Indicator: Perception of members of the transitional justice and gender community who consider the project strategy and activities as relevant to respond to the needs of female survivors of the Khmer Rouge regime	TPO survey results Interview results with members of the transitional justice and gender communities	Desk review Semi-structured interviews

	Evaluation Question: Are the project goal and outcomes still relevant in responding to the needs of female survivors of the Khmer Rouge regime, in particular of survivors of GBV?			
	Judgment Criteria: The achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of female survivors of the Khmer Rouge regime	Indicator: Compliance of the project strategy and activities with recent and up-to-date survey results on the needs of female survivors	TPO survey results External survey results towards the end of the project Interview results female survivors of the Khmer Rouge regime	Desk review Semi-structured interviews Focus Group Discussions
		Indicator: Proportion of female survivors surveyed who feel that what is happening at the ECCC continues to be relevant to them in the future	TPO survey results Interview results female survivors of the Khmer Rouge regime	Desk review Semi-structured interviews Focus Group Discussions
		Indicator: Members of the transitional justice and gender community believe that the achieved results (project goal, outcomes and outputs) continue to be relevant to respond to the needs of female survivors of the Khmer Rouge regime	TPO survey results Interview results with members of the transitional justice and gender communities	Desk review Semi-structured interviews
	Evaluation Questions: Could any additional needs be identified?			
		Indicator: Members of the transitional justice and gender community believe that	TPO survey results Interview results with	Desk review Semi-structured

		transitional justice initiatives should aim for additional outcomes	members of the transitional justice and gender communities	interviews
		Indicator: Civil Parties who believe that transitional justice initiatives should aim for additional outcomes	TPO survey results Interview results with Civil Parties	Desk review Semi-structured interviews
Efficiency	Evaluation Question: Was the project implemented in a timely manner, in accordance with the work plan?			
	Judgment Criteria: Completeness of the implementation of activities	Indicator: Number and significance of discrepancies between the planned and actual number of activities	Progress reports Project staff	Desk review Semi-structured interviews
		Indicator: Internal/external conditions that have affected the number of activities, and evidence of adaptive measures during implementation	Progress reports Project staff Female Civil Parties External stakeholders	Desk review Semi-structured interviews
	Judgment Criteria: Timeliness of the project implementation	Indicator: Planned activities are run within the stated timeframe	Progress reports Project staff	Desk Review Semi-Structured interviews
		Indicator: Internal/external conditions that have affected the timely implementation of the project, and evidence of adaptive measures during implementation	Progress reports Project staff Female Civil Parties External stakeholders	Desk Review Semi-Structured interviews Focus Group Discussions

Evaluation Question: How efficient were management and coordination for the project?				
	Judgment Criteria: Level of staff for the implementation of the project	Indicator: Proportion of staff members who believe the project has sufficient staff for the management and the implementation of activities	Technical proposal Progress reports Project staff	Desk Review
	Judgment Criteria: Quality/experience of project staff	Indicator: Proportion of project managers and field staff who believe that they have sufficient technical skills to manage the project	Technical proposal Project staff External stakeholders	Desk Review Semi-Structured interviews
	Judgment Criteria: Level of coordination in the management of the project	Indicator: There is a common understanding on the division of roles and responsibilities in the project	Project staff Progress Report Technical proposal	Desk Review Semi-Structured interviews
		Indicator: Frequency and comprehensiveness of communication / planning meetings between the partner organizations	Project staff Progress Report Technical proposal	Desk Review Semi-Structured interviews
	Judgment Criteria: Quality and comprehensiveness of the implementation of the monitoring plan	Indicator: Number and type of discrepancies between monitoring activities planned and implemented	Project staff Progress Report Technical proposal Monitoring Reports	Desk Review Semi-Structured interviews

		Indicator: Evidence whether findings from M&E activities have been used to respond to shortcomings	Project staff Progress Report Technical proposal Monitoring Reports	Desk Review
		Indicator: Monitoring results are shared effectively between the partner organizations	Project staff Progress Report Monitoring Reports	Desk Review Semi-Structured interviews
		Indicator: Monitoring findings are used to take appropriate corrective measures	Project staff Progress Report Technical proposal Monitoring Reports	Desk Review Semi-Structured interviews
	Judgment Criteria: Quality of the financial management of the project	Indicator: Nature, number, and magnitude of discrepancies between planned and actual costs	Project staff Progress Report Financial proposal Financial Monitoring Reports Financial Audit	Desk Review Semi-Structured interviews
		Indicator: Timeliness of disbursement	Project staff Progress Report Financial proposal Financial Monitoring Reports	Desk Review Semi-Structured interviews

			Financial Audit	
		Indicator: Quality of financial reporting	Project staff Progress Report Financial proposal Financial Monitoring Reports Financial Audit	Desk Review Semi-Structured interviews
		Indicator: Evidence of financial issues that affected the project implementation (e.g. slow disbursement, etc.)	Project staff Progress Report Financial proposal Financial Monitoring Reports Financial Audit	Desk Review Semi-Structured interviews
Impact	Evaluation Question: To what extent did the project contribute to the project goal?			
	Goal: Female survivors of the Khmer Rouge regime, in particular survivors of sexual and gender-based violence, fully enjoy and exercise their transitional justice rights, namely the right to truth, to criminal justice, to rehabilitation and to non-recurrence			
	Judgment Criteria: Female survivors exercise their transitional justice rights, namely the right to truth, to criminal justice, to rehabilitation	Indicator: Number of GBV survivors who exercise Transitional Justice's rights.	Progress Report Technical proposal Monitoring Reports Female Survivors Project staff Attendance Lists	Desk Review Semi-Structured interviews Focus Group Discussions

	and to non-recurrence			
		Indicator: Number of GBV survivors at the “Women Hearings”	Progress Report Technical proposal Monitoring Reports Project staff Attendance Lists	Desk Review Semi-Structured interviews
		Indicator: Number of GBV survivors who received emotional and mental support	Progress Report Technical proposal Monitoring Reports Project staff Attendance Lists	Desk Review Semi-Structured interviews
		Indicator: Proportion of survivors surveyed who feel that the truth has come to light	Progress Reports TPO report Monitoring Reports Female Survivors	Desk Review Semi-Structured interviews Focus Group Discussions
		Indicator: Proportion of survivors surveyed who feel that they received criminal justice	Progress Reports TPO report Monitoring Reports Female Survivors	Desk Review Semi-Structured interviews Focus Group Discussions
		Indicator: Proportion of survivors surveyed who	Progress Reports	Desk Review

		feel that they have been rehabilitated (socially, psychologically, etc.)	TPO report Monitoring Reports Female Survivors	Semi-Structured interviews Focus Group Discussions
		Indicator: Proportion of survivors surveyed who perceive that the project contributed to the prevention of GBV	Progress Reports TPO report Monitoring Reports Female Survivors	Desk Review Semi-Structured interviews Focus Group Discussions
	Evaluation Question: What other intended and unintended consequences resulted from the project for female survivors of the Khmer Rouge regime, in particular for survivors of GBV?			
	Judgment Criteria: Other intended and unintended consequences resulting from the project for female survivors of the Khmer Rouge regime	Indicator: Positive changes in the lives of survivors of GBV under the Khmer Rouge in relation to forced marriage and rape	Progress Reports Monitoring Reports TPO Study Female Survivors	Desk Review Semi-Structured interviews Focus Group Discussions
	Judgment Criteria: Extent to which stories by GBV survivors are heard as compared to baseline	Indicator: Project Documents VSS/TPO/CDP (attendance lists, progress reports, etc) Responses by female survivors, in particular survivors of SGBV (Civil Parties, other survivors, rejected applicants, etc.) Outcome 2: The stories of victims are heard, and Civil Parties	Desk review Focus group discussions Semi-structured interviews Outcome 2: The stories of victims are heard, and Civil Parties get perspective of their redress (part 2	Desk Review Semi-Structured interviews Focus Group Discussions

		get perspective of their redress (part 2 of outcome 2)	of outcome 2)	
	Judgment Criteria: Number GBV survivors at Women Hearings; and those target group acquired emotional and mental support	Indicator: CDP/VSS/TPO project documents Progress reports TPO survey	Desk review	Desk Review Semi-Structured interviews Focus Group Discussions
	Judgment Criteria: The National Courts and NGOs dedicate resources to handle the gender related matters adopt the practice and operational standard of ECCC's gender sensitivity and mainstreaming	Indicator: Responses by the ECCC gender focal points, gender sensitive individuals at the ECCC, OHCHR, etc.	Semi-structured interviews	Desk Review Semi-Structured interviews Focus Group Discussions
	Judgment Criteria: Forced marriage case has been demanded by legal representatives for trial to be expedited in case 002 (log frame indicator)	Indicator: Progress reports Responses from Civil Party lawyers	Desk review One question in semi-structured interviews that asks for the inclusion of forced marriage in case 002/01 and the inclusion of rape in Case 002/02	Desk Review Semi-Structured interviews Focus Group Discussions

	Judgment Criteria: What other intended and/or unintended consequences resulted from the project for female survivors of the Khmer Rouge regime, in particular for survivors of SGBV?		Semi-structured interviews FGDs	Desk Review Semi-Structured interviews Focus Group Discussions
Sustainability	Evaluation Question: Which results are likely to be sustained after this project ends, especially the results for female Khmer Rouge survivors, in particular survivors of GBV?			
	Judgment criteria: The ECCC will remain more gender sensitive in its operations and activities	Indicator: The ECCC includes forced marriage and rape in Case 002/02		Desk Review Semi-Structured interviews
		Indicator: The ECCC ensures the existence of two gender focal points with the time and resources to conduct gender mainstreaming at the tribunal		Desk Review Semi-Structured interviews
	Judgment criteria: NGOs from the transitional justice field will remain more gender sensitive in the future	Indicator: NGOs from the transitional justice field have set up mechanisms and procedures to improve gender sensitivity in their operations		Desk Review Semi-Structured interviews

	Judgment criteria: Educational institutions for judicial professionals will remain more aware of gender needs	Indicator: Educational institutions for judicial professionals conduct trainings on gender-based violence		Desk Review Semi-Structured interviews
	Judgment criteria: Survivors will continue to make their stories heard	Indicator: Survivors organize themselves in interest groups		Desk Review Semi-Structured interviews Focus Group Discussions Observational Participation
		Indicator: Survivors engage in awareness raising and advocacy activities outside the court		Desk Review Semi-Structured interviews Focus Group Discussions Observational Participation
		Indicator: Civil Parties are effectively represented and informed by their lawyers		Desk Review Semi-Structured interviews Focus Group Discussions Observational Participation

	Judgment criteria:: Female Civil Parties continue to benefit from improved mental health	Indicator: Civil Parties in self-help groups and beneficiaries of Testimonial Therapy demonstrate a significant decrease in symptoms of posttraumatic stress, depression and anxiety 6 months after the intervention		Desk Review Semi-Structured interviews Focus Group Discussions Observational Participation
		Indicator: Female CPs and GBV survivors surveyed maintain their improved physical and psychological functioning six months after the intervention		Desk Review Semi-Structured interviews Focus Group Discussions Observational Participation
	Judgment criteria: Female Civil Parties will continue to benefit from better mutual support	Indicator: TPO's self-help groups continue to exist and/or self-help group members maintain their contact with other members of the group		Desk Review Semi-Structured interviews Focus Group Discussions
	Judgment criteria: Women and men have demonstrably increased their understanding on GBV under the Khmer Rouge, the causes for Violence Against	Indicator: Governmental and non-governmental organizations engage in initiatives that address GBV under the Khmer Rouge		Desk Review Semi-Structured interviews

	Women and women's human rights today			
		Indicator: Community stakeholders engage in activities to support survivors of GBV under the Khmer Rouge		Desk Review Semi-Structured interviews
		Indicator: The amount of media and research publications on GBV under the Khmer Rouge in the future		Desk Review Media survey Literature Analysis
Knowledge Generation	Evaluation Question: What documentation of project activities, new knowledge and practice has been conducted?			
	Judgment Criteria: Information on GBV under the KR, women's rights and "good practice" examples for gender sensitive transitional justice measures are documented	Indicator: Number and type of project outputs (audio-visual material, activity reports, research findings, etc.)		Desk Review Media survey
		Indicator: Number and type of "good practice" examples documented		Desk Review
	Judgment Criteria: Information on GBV under the KR, women's	Indicator: Number and type of project outputs (audio-visual material, activity reports,		Desk Review Media survey

	rights and "good practice" examples for gender sensitive transitional justice measures are accessible to the public	research findings, etc.) disseminated		
		Indicator: Number and type of dissemination channels/activities		Desk Review Web Research Media survey
Recommendations	What are the key lessons learned that could be shared with other practitioners to enable female survivors of civil war, in particular survivors of sexual and gender-based violence, to fully enjoy and exercise their transitional justice rights?			
	Are there any promising practices? If yes, what are they and how can these promising practices replicated in other projects?			
	What elements of the project (in order of priority) should continue if further funding becomes available?			

BENEFICIARY DATA SHEET

		Number of beneficiaries reached (Year 2 and Year 3)	
Beneficiary group		At the project goal level ²⁵	At the outcome level ²⁶
Women/girls survivors of violence		748	1362 ²⁷
Women and girls in general		420 ²⁸	²⁹
Primary Beneficiary Total		1168	1362
Civil society organizations (including NGOs)	Number of institutions reached	NA	58
	Number of individuals reached	NA	118
Community- based groups/members	Number of groups reached	NA	³⁰
	Number of individuals reached	NA	³¹
Legal officers (i.e. lawyers, prosecutors, judges)		NA	201 ³²
General public at large		NA	470 ³³
Secondary Beneficiary Total		NA	847

ADDITIONAL METHODOLOGY-RELATED DOCUMENTATION

Interview Guide

(Notes for the evaluators: this general interview guide aims to guide the semi-structured interviews. The questions have been designed to collect information on the key evaluation questions and sub-questions as indicated in the Evaluation Matrix. However, the interview guide has been designed to provide a flexible (!) framework of topics derived from the evaluation questions. Interview questions should vary with each category of respondent - beneficiaries, project staff, GO/NGO stakeholders, etc., and should try to find a balance between the rational and optimal use of time. Thus, the evaluators should modify the interview guide's questions before and during the interview, in order to develop useful areas of inquiry during the interview. To this end, the evaluators developed questionnaire grids and interview guideline for each category of respondents. The questionnaire grids include all themes and questions,

²⁵ The limited availability of monitoring data does not allow for the reliable indication of the total number of beneficiaries at the goal level.

²⁶ The limited availability of monitoring data does not allow for a reliable indication of the total number of beneficiaries at the outcome level.

²⁷ Incomplete data for Outcome for Year 2 and Year 3.

²⁸ No data available for progress reports Year 2 and 3.

²⁹ According to the monitoring plan, women and girls in general were not targeted at the outcome level. However, the general public was targeted at the outcome level under outcome 4.

³⁰ No data available for Years 2 and 3.

³¹ No data available for Years 2 and 3.

³² No data available for progress report Year 2.

³³ No summative data available for progress reports Year 2 and Year 3, and the annual reports.

which the evaluators wanted to discuss with each category of respondents. Each interview focused on a maximum of approximately 10 questions; however, each interview also included questions beyond the general interview questions, which allowed for a more in-depth evaluation of the interview respondents' views.)

A) Introduction:

Good morning/evening/afternoon, my name is (presentation of evaluator and translator). I am an independent researcher and I want to understand if the activities by the VSS/TPO Cambodia/CDP were helpful for the project's beneficiaries. I want to learn what you like about this project and what you do not like so much and how these organizations could improve in the future.

We – you may be an important source of information and would appreciate to have an interview with you. It will not take more than approximately 45 minutes. Your frankness is extremely important for us, therefore the interview is confidential. We will use the information from this interview but your name will not be connected to any findings in the report. Please confirm your consent to the interview.

- Respondent's sex:
- Approximate age:
- Position of the interviewed person and organization he/she represents:
- Time/date of the interview:

B) Introductory Questions:

- What are your/your organization's experiences in the TJ/gender field? Ongoing activities? Plans for the future?
- Do you know the project? If yes, what? How?

This project has four objectives:

- To improve gender sensitivity in the ECCC, NGOs and educational institutions for judicial professionals
 - To ensure that female survivors and GBV victims are provided with resources and effective Case Management that ensures their participation in TJ activities in court and outside of court
 - To improve the mental well-being and mutual support of Civil Parties
 - To ensure that women and men have increased their understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.
- What have been your activities / your engagement in this project? How did you benefit from the project?

C) Semi-structured Interview Questions:

Question 1 (Relevance):

As you know, this project has four objectives: (Repeat and 'translate' the outcomes)

- To improve gender sensitivity in the ECCC, NGOs and educational institutions for judicial professionals
- To ensure that female survivors and GBV victims are provided with resources and effective Case Management that ensures their participation in TJ activities in court and outside of court

- To improve the mental well-being and mutual support of Civil Parties
 - To ensure that women and men have increased their understanding on GBV under the Khmer Rouge, the causes for Violence against Women and women's human rights today.
- Do you find these four outcomes important for survivors? Why or why not? What makes them important/not important? (Repeat goal and outcomes; move from outcome to outcome) Are any of the outcomes especially important to you? Which one? Why?
- Or are there more important needs by female survivors? What else should be done to achieve progress towards *the overall goal*? (Repeat and 'translate' overall goal)? Would you add any outcomes to the project design?

Question 2 (Effectiveness):

Let's now look again at the four main objectives of this program. Let's start with objective 1:

- Are there any positive changes? What exactly changed? How?
- Did the project contribute to these changes? If yes, how?
- Can you think of any activities under this outcome that were especially effective? If yes, why? What activities did not help so much? Can you think of any additional activities that could help to achieve this outcome?
- Are there any other factors (outside the project) that contributed (positively/negatively) to these changes?
- Do you think you changed yourself? If yes, how? What caused these changes? How do they show? Do you act/think differently now?
- How did these changes impact on the life of survivors? (Back to impact)

(Repeat the same questions for each outcome depending on the category of respondents)

Question 3 (Impact):

- Do you think this project led to any changes in the lives of survivors? Why? What are the main changes? In addition to what you just said, have there been any other negative/positive changes?
- How exactly did the project contribute to these changes?
- Can you think of any other factors (outside the project) that contributed to these positive/negative changes?
- Can you think of any positive/negative changes for you/your organization? Why?
- Have there been any other intended or unintended impacts by this project? How? Why?

Questions 4 (Sustainability):

- Will the survivors experience any positive results of the project in the future? If yes, what exactly are these positive results for the future? What contributed to these long-term positive results? How?
- What positive results in the life of survivors are likely to disappear soon? Why? How could more long-term results be achieved in this regard?
- What do you think about the long-term achievements with regard to the project outcomes? If yes why? What contributed to this long-term effect? If no, why? What hindered a more long-term effect? How could a more long-term impact be achieved? (Same question for each outcome depending on the respondent)
- Are there any other results by the project that are likely to be sustained after this project ends?

Question 5 (Efficiency):

Timely implementation of the project activities

(We will now discuss if you were able to conduct all activities as foreseen in the project design. If you were not able to conduct all activities, we will try to understand why this was not possible. Let's look together at the activities and let's find out if they have been implemented in time, and what remains to be done.)

- Do you think that all activities have been completed in time? If yes, what factors contributed to this timely implementation? What made it easy? What were the consequences of this timely implementation?
- Are there any activities that were not implemented in time? Or are there activities that have only partially or not been implemented at all? If yes, why? What were the problems? What would have helped to overcome these problems?
- What were the consequences of these delays and/or the non-implementation of these activities?

The management of the project

- What do you think about the management of the project? Has this project been well managed?
- If yes, why do you think so? What are signs for the good management of the project? Which activities have been especially well managed? What contributed to this success? How did this good management positively affect the project? Please give examples. Did this management practice have any positive consequences for survivors?
- If no, why do you think so? What are signs for bad management in this project? Which activities have been especially badly managed? Who or what contributed to this problem? How did this bad management negatively affect the project? Please give examples. Did this management practice have any negative consequences for survivors?
- What do you think about the financial management? Have there been any particular achievements and/or challenges?

The coordination/partnership

- What do you think about the partnership between (a) the VSS and the NGOs, and (b) between the two implementing NGOs?
- What were the main achievements with regard to the partnership between your organizations? Why? What contributed to this positive relationship? What were the consequences for the project? For the beneficiaries?
- What were the main challenges in these partnerships? What contributed to this difficult relationship? What were the consequences for the project? For the beneficiaries?
- How would you improve the partnership in any collaborative future project?

Monitoring Mechanisms

- Have you been involved in any monitoring activities? How? What was your role?
- What do you like about the monitoring system? Why?
- What were the main challenges in monitoring the project? Why?
- Do you have any recommendations on how to improve the monitoring system?

Human Resources

- Was this project provided with sufficient human resources? What were the main achievements with regard to the project's human resources? What were the challenges? Why?

Question 6 (Knowledge Generation):

- How did you/the project document its activities? What efforts have been made exactly to document and share knowledge and practices?
- What do you consider good practices? Think about the project and highlight the best practices over the last three years. Why do you consider these practices as 'best practices'? What has been their positive effect? What contributed to the success of these practices? What was necessary to make these possible?

C) Closing Questions:

- Can you recommend any additional interview partners? Any key documents we should look into?
- Do you have any additional comments/recommendations you want to make?
- Do you have any additional questions?

(Short summary of the purpose for this evaluation + explanation on how the evaluation results will be used + explanation how the evaluation results contribute to the fight against GBV + reminder that all interview results are confidential and that respondents will not be mentioned by name in the report)

Thanks for your time and efforts!

LIST OF PERSONS AND INSTITUTIONS INTERVIEWED AND SITES VISITED

Preserving the anonymity and confidentiality of informants was important to ensure respondents' protection, and to allow for an open discussion of the project's challenges. Therefore, and in accordance with the UNTFVAW evaluation guidelines, the following list of persons and institutions interviewed does not indicate the names or positions of the interview partners but rather the names of the institutions or organizations that they represent.

Individual semi-structured interviews	
ECCC	13
TPO Cambodia	4
CDP	3
Civil Party representatives	3
Civil Parties (VSS clients)	4
Civil Parties (TPO clients)	3
Civil Parties (CDP clients)	2
Civil Parties (VSS, TPO, CDP clients)	2
Civil Parties (CDP, TPO clients)	2
Civil Parties (VSS, TPO clients)	2
Civil Parties who did not receive services through this project	4
Civil Party applicants	2
Other Khmer Rouge survivors	2
Community stakeholders	5
Civil Party Lawyers	2
UN Women	1
Governmental representatives	1
Civil Peace Service (GIZ)	4
ADHOC	1
Asia Foundation	1
Banteay Srei	1
Bophana	1
Kdei Karuna	2
KDKG	1
Heinrich-Boell-Foundation	1
LAC	1
NGO Committee on CEDAW	1
P4P	1
Women's Media Centre of Cambodia	2
Youth for Peace	1
Training Center for Lawyers	1
RUPP	1
External Experts	6
Media Representatives	2
Total semi-structured interviews	83

Individual unstructured interviews (e.g. during site visits)	
Khmer Rouge survivors	4
Community stakeholders	5
<i>Total unstructured individual interviews</i>	9
<i>Total unstructured and semi-structured individual interviews</i>	92

Focus Group Discussions (8)	
<i>Civil Parties</i>	33
<i>Other Khmer Rouge survivors</i>	9
<i>Total Focus Group Discussion participants</i>	41

Project Sites	
Phnom Penh	
ECCC	1
TPO	1
CDP	1
Choeung Ek	1
Kamptot	
Number of communities visited	5
Number of killing/memorialization sites visited	2
Kep	
Number of communities visited	5
Number of killing/memorialization sites visited	2
Kampong Speu	
Number of communities visited	2
Number of killing/memorialization sites visited	1
Takeo	
Number of communities visited	1
<u><i>Total number of project sites visited</i></u>	22

LIST OF SUPPORTING DOCUMENTS REVIEWED

Project Documents

Project Documents	Organization/Authors
Technical and financial proposal	VSS, CDP, TPO
UNTFVAW concept note	VSS, CDP, TPO
Strategic Plans	VSS, TPO
Terms of Reference	VSS, CDP, TPO
Monitoring Plan	VSS, CDP, TPO
Work plans	VSS, CDP, TPO
Evaluation Guidelines	UNTFVAW
Mid-term Evaluation Report	VSS, CDP, TPO
Progress- and Annual Reports	VSS, CDP, TPO
ECCC training reports	VSS
ECCC training power point presentations	VSS
ECCC training post-assessments	VSS
MoU between ECCC and CDP	VSS, CDP
MoU between ECCC and TPO Cambodia	VSS, TPO
ECCC Baseline Study	Theresa de Langis
NGO Baseline Study	Sophary NOY
Supporting material baseline study	Theresa de Langis
Presentation Gender Crimes – Weapons of Warfare	VSS, Askin
Response to the UN Secretary-General's Report on Sexual Violence in Conflict	VSS
Presentations and reports ECCC training workshops	VSS
Good practice examples for transitional justice work	VSS, TPO, CDP
Response to the UN Secretary-General's Report on Sexual Violence in Conflict	VSS
Presentation VSS Gender Program	VSS
ECCC Reparation Program 2013-2017	VSS
Victims Support Section ECCC 'Moving Forward Through Justice'	VSS
Current Status of Reparations Project	VSS
VSS Civil Party list	VSS
Database VSS	VSS
Lawyer Training Centre post-assessment	CDP
Reports Civil Party trial attendance workshops	CDP

Women's Hearings on Gender-Based Violence in Conflict – reports on proceedings	CDP
Women's Hearings on Gender-Based Violence in Conflict - meeting minutes	CDP
Women's Hearings on Gender-Based Violence in Conflict - debriefings	CDP
Panel Statement Women's Hearing – True Voices of Women under the Khmer Rouge Regime	CDP
Survey Women's Hearing Civil Parties	CDP
Listener survey radio show	CDP
Training documents Civil Party representatives	CDP
Evaluation Civil Party representatives training	CDP
Banners CDP outreach work	CDP
RAJP roundtable notes	CDP
Gender thematic workshop reports	CDP
Psychosocial Minutes	CDP
Psychosocial Evaluation Results	CDP
Youth Minutes	CDP
Youth Evaluation Results	CDP
Lawyers - Evaluation Results	CDP
CDP Civil Party list	CDP
EVAW Legal Aid Network monitoring minutes	CDP
Audio-visual material	CDP, TPO
SHG manual and guidelines	TPO
Progress- and summative SHG reports	TPO
Client data base	TPO
Pre- / Post-assessments Testimonial Therapy approach	TPO
Pre- / Post-assessments SHGs	TPO
Forum theatre monitoring results	TPO
Leaflets TPO outreach work	TPO
Draft study report	TPO
TPO Civil Party list	TPO

Bibliography

- Access to Justice Asia, & Berkeley Law. (2011). *Victims' Right to Remedy: Awarding Meaningful Reparations at the ECCC*. Retrieved from http://cja.org/downloads/Victims_%20Right%20to%20Remedy%20-%20Final%20Report%20-%2018%20Nov%202011.pdf
- Alexander, J. C., Eyerman, R., Giesen, B., Smelser, N. J., & Sztompka, P. (2004). *Cultural trauma and collective identity*. Univ of California Press. Retrieved from http://books.google.com/books?hl=en&lr=&id=shkt8_4srhoC&oi=fnd&pg=PR1&dq=War+Crimes+Studies+Centre+&ots=z1qEg9v_gg&sig=ZwS2Bs0zIVHe5aZDrWXVzAzey_s
- Anderlini, S. N. (2007). *Women Building Peace: What they do, why it matters*. Lynne Rienner Pub. Retrieved from https://www.rienner.com/title/Women_Building_Peace_What_They_Do_Why_It_Matters
- Andrews, B., Brewin, C. R., & Rose, S. (2003). Gender, social support, and PTSD in victims of violent crime. *Journal of Traumatic Stress*, 16(4), 421–427.
- Argenti-Pillen, A. (2000). The discourse on trauma in non-western cultural contexts. In *International handbook of human response to trauma* (pp. 87–102). Springer. Retrieved from http://link.springer.com/chapter/10.1007/978-1-4615-4177-6_6
- Balthazard, M. (2013). *Gender-based violence during the Khmer Rouge: A forgotten issue?*. Retrieved from http://gbvkr.org/wp-content/uploads/2013/07/IFA-Evaluation_CDPGBV_Final_June-2013.pdf
- Barsalou, J. M., & Baxter, V. (2007). *The urge to remember: the role of memorials in social reconstruction and transitional justice*. United States Institute of Peace Washington, DC. Retrieved from <http://dspace.cigilibrary.org/jspui/handle/123456789/15125>
- Bonacker, T., & Safferling, C. J. M. (2013). *Victims of International Crimes: An Interdisciplinary Discourse*. Springer. Retrieved from <http://link.springer.com/content/pdf/10.1007/978-90-6704-912-2.pdf>
- Braaf, R. (2014). *Sexual violence against ethnic minorities during the Khmer Rouge regime*. Retrieved from <http://www.ziviler-friedensdienst.org/sites/ziviler-friedensdienst.org/files/anhang/publikation/zfd-sexual-violence-against-ethnic-minorities-during-khmer-rouge-regime-2274.pdf>
- Buckley-Zistel, S., & Stanley, R. (Eds.). (2011). *Gender in Transitional Justice* (1 edition). New York: Palgrave Macmillan.
- Cambodian Defenders Project. (2013a). *NGO submission to CEDAW*.
- Cambodian Defenders Project. (2013b). *Recommendations for 2nd National Action Plan to End Violence Against Women*. Retrieved from <http://gbvkr.org/wp-content/uploads/2013/02/2nd-NAP-VAW-Recommendations-on-VAW-in-conflict-final.pdf>
- Cambodian Human Rights Action Committee, & Victims Unit of the Extraordinary Chambers in the Courts of Cambodia. (2009). *Reparations for victims of the Khmer Rouge regime*.
- CEDAW. (2013). *CEDAW comments on VAW in Cambodia*.
- Chandler, D. (2008). Cambodia deals with its past: Collective memory, demonisation and induced amnesia. *Totalitarian Movements and Political Religions*, 9(2-3), 355–369.
- Chandler, D. P. (1979). The tragedy of Cambodian history. *Pacific Affairs*, 410–419.
- Chandler, D. P. (2000). A history of Cambodia. Retrieved from http://www.rhinosourcecenter.com/pdf_files/129/1292126345.pdf
- Charbonneau, B., & Parent, G. (2013). *Peacebuilding, Memory and Reconciliation: Bridging Top-down and Bottom-up Approaches* (Vol. 4). Routledge. Retrieved from <http://books.google.com/books?hl=en&lr=&id=V9I3iiGhObwC&oi=fnd&pg=PR3&dq=Peacebuildi>

ng,+Memory+and+Reconciliation+--+Bridging+top-down+and+bottom-up+approaches&ots=TXYJzOLuPD&sig=jEElN1vz7xknHrtlkT24-0lgzLw

- Chhim, K. (2012). *"Pacifying Vindictiveness by Not Being Vindictive": Do Memory Initiatives in Cambodia Have a Role in Addressing Questions of Impunity?*. Impunity Watch. Retrieved from http://www.impunitywatch.org/docs/Cambodia_Mem_Research_Report.pdf
- Chhim, S. (2012). Baksbat (Broken Courage): The Development and Validation of the Inventory to Measure Baksbat, a Cambodian Trauma-based Cultural Syndrome of Distress. *Culture, Medicine, and Psychiatry*, 36(4), 640–659.
- Ciorciari, J. D., & Heindel, A. (2009). *On trial: the Khmer Rouge accountability process*. Documentation Center of Cambodia (DC-Cam).
- Ciorciari, J. D., & Heindel, A. (2011). Trauma in the Courtroom. *Cambodia's Hidden Scars*, Beth Van Schaack, Daryn Reicherter, and Youk Chhang (eds.). Retrieved from http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2271678
- Ciorciari, J. D., & Heindel, A. (2014). Experiments in International Criminal Justice: Lessons from the Khmer Rouge Tribunal. *Michigan Journal of International Law*, 35(2), 369–442.
- Cruvellier, T. (2014). *The Master of Confessions: The Making of a Khmer Rouge Torturer* (First American Edition edition). Ecco.
- De Langis, T. (2012). *Asia-Pacific regional Women's Hearing on gender-based violence in conflict*. Retrieved from <http://gbvkr.org/wp-content/uploads/2013/01/Asia-Pacific-Regional-Womens-Hearing-on-GBV-in-Conflict-2012-Report.pdf>
- De Langis, T. (2014a). A missed opportunity, a last hope? Prosecuting sexual crimes under the Khmer Rouge regime. Retrieved from http://cambodialpj.org/wp-content/uploads/2014/05/DCCAM_CLPJ_Delangis.pdf
- De Langis, T. (2014b). A New Reading of Code #6, the rule against "immoral offenses" under the Khmer Rouge regime. *Cambodia Law & Policy Journal*, 3. Retrieved from http://www.academia.edu/9848531/A_New_Reading_of_Code_6_the_rule_against_immoral_offenses_under_the_Khmer_Rouge_regime
- De Langis, T. (n.d.). *Cambodian Women's Oral History Project: Life Stories of Survival under the Khmer Rouge Regime*. Retrieved November 11, 2014, from <http://cambodianwomensoralhistory.com/about/>
- De Langis, T., Strasser, J., Kim, T., & Taing, S. (2014). *Like ghost changes body: A study on the impact of forced marriages under the Khmer Rouge regime*. Retrieved from http://tpocambodia.org/fileadmin/user_upload/pdf/pdf-2/Forced_Marriage_Study_Report_TPO_October_2014.pdf
- Direktion fuer Entwicklung und Zusammenarbeit. (2007). *Gender, Conflict Transformation and the Psycho Social Approach*. Retrieved from <http://reliefweb.int/sites/reliefweb.int/files/resources/6BCDDACFFA42DF71C12571BC00386E4A-sdc-gen-may06.pdf>
- Dosch, J. (2012). The Role of Civil Society in Cambodia's Peace-building Process. *Asian Survey*, 52(6), 1067–1088.
- Duong, S. (2012). *The mystery of sexual violence under the Khmer Rouge*.
- Evans, C., & Evans, E. C. (2012). *The Right to Reparation in International Law for Victims of Armed Conflict*. Cambridge University Press.
- Field, N. P., & Chhim, S. (2008). Desire for revenge and attitudes toward the Khmer Rouge tribunal among Cambodians. *Journal of Loss and Trauma*, 13(4), 352–372.
- Goetz, A. M. (2010). A Window of Opportunity? Making Transitional Justice Work for Women. Retrieved from <http://auth->

beijing.unwomen.org/~media/Headquarters/Media/Publications/UNIFEM/0701_MakingTransitionalJusticeWorkForWomen_en.pdf

- Grunebaum, H. (2011). *Memorializing the past: Everyday life in South Africa after the Truth and Reconciliation Commission*. Transaction Publishers. Retrieved from http://books.google.com/books?hl=en&lr=&id=YEuFdrnTZawC&oi=fnd&pg=PR9&dq=Usche+Merck&ots=yMek9qV5jF&sig=GojRzY50fxiCgK9u8V2URECAB_s
- Hamber, B. (2001). Does the truth heal? A psychological perspective on political strategies for dealing with the legacy of political violence. *Burying the Past: Making Peace and Doing Justice after Civil Conflict*, 131–148.
- Hamber, B., & Wilson, R. A. (2002). Symbolic closure through memory, reparation and revenge in post-conflict societies. *Journal of Human Rights*, 1(1), 35–53.
- Henry, N. (2011). *War and rape: law, memory, and justice*. Routledge. Retrieved from http://books.google.com/books?hl=en&lr=&id=oADDym4XfAcC&oi=fnd&pg=PP2&dq=Wendy+Lobwein&ots=XD4A026c_U&sig=c9FTJE4r1sFhkUJfRrP9t2bMA6M
- Herman, J. (2010). Reaching for justice: The participation of victims at the Extraordinary Chambers in the Courts of Cambodia. Retrieved from <http://roar.uel.ac.uk/1043/>
- Hinton, A. L. (1996). Agents of death: Explaining the Cambodian genocide in terms of psychosocial dissonance. *American Anthropologist*, 98(4), 818–831.
- Hinton, A., Navarro, N., & Pointe, T. (2006). Truth, trauma and the victims of torture project: helping the victims of the Khmer Rouge. *Cambodia: Transcultural Psychological Organization*. Retrieved from http://www.dccam.org/Projects/VOT/DCCAM_VOT_EVALUATION_FINAL.pdf
- Hoven, E., Feiler, M., Scheibel, S., & Institute for International Peace and Security Law. (2013). *Victims in trials of mass crimes: A multi-perspective study of civil party participation at the Extraordinary Chambers in the Courts of Cambodia*.
- IASC. (2005). *Guidelines for Gender-based Violence Interventions in Humanitarian Settings*.
- Jarvis, H. (2014). “Justice for the deceased”: Victims’ Participation in the Extraordinary Chambers in the Courts of Cambodia. *Genocide Studies and Prevention*, 8(2), 19–27. doi:10.5038/1911-9933.8.2.4
- Jorge-Birol, A. P. (2010). *Victims’ Participation in the Criminal Justice System and its Impact on Peace-Building*. na.
- Kasumi, N. (2007). *Gender-based violence during the Khmer Rouge regime: stories of survivors from the Democratic Kampuchea (1975-1979)*. Nakagawa Kasumi.
- Kasumi, N., & Kambujā, K. Q. C. K. (2006). *More Than White Cloth?: Women’s Rights in Cambodia*. Cambodian Defenders Project.
- Kdei Karuna. (2013). *Generational perspectives on transitional justice*. Retrieved from http://www.kdei-karuna.org/wp-content/uploads/2013/08/generationTJ_lowres.pdf
- Lambourne, W. (2014). Justice After Genocide: Impunity and the Extraordinary Chambers in the Courts of Cambodia. *Genocide Studies and Prevention*, 8(2), 29–43. doi:10.5038/1911-9933.8.2.5
- Lauritsch, K., & Kernjak, F. (2010). *We need the truth: Enforced disappearances in Asia*. Guatemala: Equipo de Estudios Comunitarios y Acción Psicosocial.
- LeVine, P. (2010). *Love and Dread in Cambodia: Weddings, Births, and Ritual Harm Under the Khmer Rouge*. Singapore: NUS Press.
- McGrew, L. (2000). Truth, Justice, Reconciliation and Peace in Cambodia: 20 Years After the Khmer Rouge. *Phnom Penh: Unpublished Paper*.
- McGrew, L. (2011). Pathways to Reconciliation in Cambodia. *Peace Review*, 23(4), 514–521.
- Meintjes, S., Turshen, M., & Pillay, A. (2001). *The aftermath: Women in post-conflict transformation*. Zed Books.

- Mendeloff, D. (2009). Trauma and vengeance: Assessing the psychological and emotional effects of post-conflict justice. *Human Rights Quarterly*, 31(3), 592–623.
- Miletic, T. (2012). A Peace-building Paradigm for Peace Psychology. In *Peace Psychology in Australia* (pp. 305–318). Springer. Retrieved from http://link.springer.com/chapter/10.1007/978-1-4614-1403-2_17
- Muong, S. (2009). *The effects of parental unresolved trauma on second generation Cambodian adolescents*. PALO ALTO UNIVERSITY. Retrieved from <http://gradworks.umi.com/33/96/3396770.html>
- Natale, K. (2011). *I Could Feel My Soul Flying Away From My Body - A Study on Gender-Based Violence During Democratic Kampuchea in Battambang and Svay Rieng Provinces*. Retrieved from http://gbvkr.org/wp-content/uploads/2013/01/Natale_K_Research_GBV_KR_ENG-web.pdf
- Ngarm, S. P., & Miletic, T. (2006). *Introduction to peace studies & research methods*. Alliance for Conflict Transformation.
- Noy, S. (2012). *NGOs Baseline Study Results on Gender-Sensitivity in Transitional Justice Processes in Cambodia*. Cambodia: ECCC. Retrieved from http://gbvkr.org/wp-content/uploads/2013/02/Report-on_NGOs-Baseline-Study-Results_VSS_May-2012_Sophary-Noy.pdf
- Pham, P. N., Vinck, P., Balthazard, M., Strasser, J., & Om, C. (2011). Victim Participation and the Trial of Duch at the Extraordinary Chambers in the Courts of Cambodia. *Journal of Human Rights Practice*, 3(3), 264–287.
- Pham, P. N., Vinck, P., Hean, S., & Stover, E. (2009). So we will never forget: A population-based survey on attitudes about social reconstruction and the Extraordinary Chambers in the Courts of Cambodia. Retrieved from <http://escholarship.org/uc/item/74x685xm.pdf>
- Plesch, D., Sácouto, S., & Lasco, C. (2014). The Relevance of the United Nations War Crimes Commission to the Prosecution of Sexual and Gender-Based Crimes Today. In *Criminal Law Forum* (pp. 1–33). Springer. Retrieved from <http://link.springer.com/content/pdf/10.1007/s10609-014-9232-1.pdf>
- Poirier, B. (2013). The place and participation of the victims in Duch's trial. *The Scene of the Mass Crime: History, Film, and International Tribunals*, 167.
- Poluda, J. (2013). *Evaluation of Kdei Karuna's "Justice and History Outreach Program*. Retrieved from http://www.kdei-karuna.org/wp-content/uploads/2013/08/KDK_Eval2013.pdf
- Poluda, J., Strasser, J., & Chhim, S. (2013). Justice, healing and reconciliation in Cambodia. Retrieved from http://books.google.com.kh/books?id=X_Zy3yA02DgC&pg=PT141&lpg=PT141&dq=Justice,+Healing+and+Reconciliation+in+Cambodia+Poluda&source=bl&ots=-LcDcHp9-m&sig=3jzFvD1v2Cz6-MP1t8G1i18ROP0&hl=en&sa=X&ei=VelcVPOVCifo8gWD_YG4Cw&redir_esc=y#v=onepage&q=Justice%2C%20Healing%20and%20Reconciliation%20in%20Cambodia%20Poluda&f=false
- Raab, M., & Poluda, J. (2010). *Justice for the survivors and for future generations*. Retrieved from <http://www.adhoc-cambodia.org/?p=609>
- Reiger, C. (2013). *Maximizing the ECCC's impact today and tomorrow*.
- Roht-Arriaza, N., & Mariezcurrena, J. (Eds.). (2006). *Transitional Justice in the Twenty-First Century: Beyond Truth versus Justice* (1 edition). Cambridge, UK ; New York: Cambridge University Press.
- Rothkegel, S., Poluda, J., Wonani, C., Papy, J., Engelhardt-Wendt, E., Weyermann, B., & Hennig, R. (2008). *Evaluation of UNHCR's efforts to prevent and respond to sexual and gender-based violence in situations of forced displacement*.
- Sonis, J., Gibson, J. L., de Jong, J. T., Field, N. P., Hean, S., & Komproe, I. (2009). Probable posttraumatic stress disorder and disability in Cambodia: associations with perceived justice, desire for revenge, and attitudes toward the Khmer Rouge trials. *JAMA*, 302(5), 527–536.

- Sperfeldt, C. (2012a). Cambodian civil society and the Khmer Rouge tribunal. *International Journal of Transitional Justice*, ijr037.
- Sperfeldt, C. (2012b). Collective Reparations at the Extraordinary Chambers in the Courts of Cambodia. *International Criminal Law Review*, 12(3), 457–490.
- Sperfeldt, C. (2013). The Role of Cambodian Civil Society in the Victim Participation Scheme of the Extraordinary Chambers in the Courts of Cambodia. In *Victims of International Crimes: An Interdisciplinary Discourse* (pp. 345–372). Springer. Retrieved from http://link.springer.com/chapter/10.1007/978-90-6704-912-2_21
- Sperfeldt, C., & Nguyen, L. (2012). A Boat Without Anchors: A Report on the Legal Status of Ethnic Vietnamese Minority Populations in Cambodia Under Domestic and International Laws Governing Nationality and Statelessness. *RegNet Research Paper*, (2014/50). Retrieved from http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2514121
- Staggs Kelsall, M. (2009). Lessons Learned from the Duch Trial. *A Comprehensive Review of the First Case before the Extraordinary Chambers in the Courts of Cambodia (Asian International Justice Initiative's KRT Monitoring Group December 2009)*.
- Stammel, N., Bockers, E., Taing, S., & Knaevelsrud, C. (2011). Readiness to Reconcile and Mental Health among Victim-Participants at the Khmer Rouge Tribunal in Cambodia: A Longitudinal Analysis. In *EUROPEAN JOURNAL OF PSYCHOTRAUMATOLOGY* (Vol. 2). CO-ACTION PUBLISHING RIPVAGEN 7, JARFALLA, SE-175 64, SWEDEN.
- Strasser, J., Poluda, J., Balthazard, M., Om, C., Yim, S., Im, S., ... Sperfeldt, C. (2011). Engaging communities—easing the pain: outreach and psychosocial interventions in the context of the Khmer Rouge tribunal. *We Need the Truth. Enforced Disappearances in Asia. ECAP, Colonia Bran*, 146–159.
- Strasser, J., Poluda, J., Chhim, S., & Pham, P. (2011). Justice and healing at the Khmer Rouge tribunal: the psychological impact of civil party participation. *Cambodia's Hidden Scars. Trauma Psychology in the Wake of the Khmer Rouge. Documentation Center of Cambodia, Phnom Penh*, 149–170.
- Studzinsky, S. (2011a). Elements of Sexual Crimes in the context of the ECCC. Retrieved from <http://www.civilparties.org/?p=641>
- Studzinsky, S. (2011b). Victims Participation before the Extraordinary Chambers in the Courts of Cambodia. Retrieved from http://www.zis-online.com/dat/artikel/2011_10_627.pdf
- Studzinsky, S. (2013a). Challenges to a successful prosecution of sexualized and gender-based crimes. Retrieved from <http://www.civilparties.org/?p=1620>
- Studzinsky, S. (2013b). Participation Rights of Victims as Civil Parties and the Challenges of Their Implementation Before the Extraordinary Chambers in the Courts of Cambodia. In *Victims of International Crimes: An Interdisciplinary Discourse* (pp. 175–188). Springer. Retrieved from http://link.springer.com/chapter/10.1007/978-90-6704-912-2_11
- Transcultural Psychosocial Organisation. (2011). *IWITNESS: Testimonies by survivors of the Khmer Rouge*. Retrieved from http://tpocambodia.org/fileadmin/user_upload/pdf/IWITNESS.pdf
- Van der Keur, D. (2014). Legal and Gender Issues of Marriage and Divorce in Cambodia. Retrieved from http://cambodialpj.org/wp-content/uploads/2014/05/DCCAM_CLPJ_Dorine.pdf
- Van Schaack, B., Reicherter, D., & Chhang, Y. (2011). Cambodia's Hidden Scars: Trauma Psychology in the Wake of the Khmer Rouge. *An Edited Volume on Cambodia's Mental Health. Phnom Penh: Documentation Center of Cambodia*.
- World Health Organization. (2007). *WHO ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies*. Geneva, Switzerland: WHO.
- World Health Organization, & Office of the United Nations High Commissioner for Refugees. (2012). *Assessing mental health and psychosocial needs and resources toolkit for humanitarian settings*.

Retrieved from <http://public.eblib.com/choice/publicfullrecord.aspx?p=1692757>

Ye, B. (2011). Forced Marriages as Mirrors of Cambodian Conflict Transformation. *Peace Review*, 23(4), 469–475. doi:10.1080/10402659.2011.625827

Ye, B. (2014). *Women's hearing with the young generation*. Retrieved from <http://kh.boell.org/sites/default/files/uploads/2014/08/women-hearing-2013-panel-statement.pdf>

CV OF THE EVALUATOR

Summary

Evaluation Consultant, Program Development Advisor and Fundraiser in the fields of Sexual & Gender-based Violence, Mental Health & Psychosocial Interventions, Transitional Justice & Peacebuilding, Refugee Health & Rights, Harm Reduction, Reproductive Health, HIV/AIDs and Media Development.

Ten years of experience in evaluating small- and large-scale development interventions for non-governmental and governmental organizations. In-depth knowledge and understanding of evaluation theory, methodology and practice. Strong emphasis on participatory and utilization-focused evaluation methods and tools.

Extensive experiences in donor identification, project/program development and proposal writing. Skilled in conducting needs assessment and planning workshops. Good knowledge of donor requirements, funding priorities and reporting mechanisms. Experienced in the design of fundraising strategies and systematic action plans.

Demonstrated success in organizational development, change management and strategic planning.

Analysis of organizational priorities and objectives, and the development of strategies and action plans.

Review of organizational structures, policies and processes. Training on networking, monitoring and decision-making mechanisms.

Academic publications on transitional justice and peacebuilding measures. Skilled in the production and use of documentary films and participatory arts.

Good knowledge of the historical and cultural context in South and Southeast Asia, and countries in Africa, Latin America and Eastern Europe. Fluency in spoken and written English & German. Other languages: French, Italian, Spanish, Khmer.

Education & Specialized Training

MSc **Master of International Health.** Institute of Tropical Medicine and International Health, Berlin (2004 – 2006)

DTMPH **Diploma in Tropical Medicine and Public Health.** Charité, Humboldt University, Berlin (3/2003-6/2003).

MD **Doctor of Medicine.** Charité, Humboldt University, Berlin (1997-2002)

Specialized Training

'Donor Research and Identification: Finding Great Funders for your Organization'. Fundsforngos.org. 11/2014

'How to Raise Funds from European Foundations'. fundsforngos.org. 12/2011

'Getting Ready for Foundation Fundraising'. Foundation Centre, USA. 4/2009

'Proposal Writing: The Comprehensive Course'. Foundation Centre, USA. 5/2009

‘Organizational Development & Change Management’. Denkmodell Berlin. 9/2007
‘Health and Human Rights’. WHO. 6/2006
Certificate in ‘Travel Medicine’. German Society for Tropical Medicine. 6/2003
Certificate in ‘Transcultural Medicine’. San Gallicano Hospital, Italy. 11/2002-3/2003

Work Experience

Freelance Consultant in Cambodia & International. 2008 – Ongoing.

Specialties:

- evaluations, needs assessments, donor identification, project/program development, proposal writing, organizational development, change management, strategic planning, gender- and trauma-sensitive approach, training, academic writing, oral history, participatory arts.

Areas of expertise:

- Peacebuilding, Gender-based Violence, Mental Health & Psychosocial Interventions, Refugee Health & Rights, Harm Reduction, Reproductive Health, Media Development.

(Co-) Founder, Board Member & Senior Project Manager of the Reproductive Health NGOs Doctor Omnibus/Clinique Mobile Maisha. Switzerland, Germany, Democratic Republic of the Congo. February 2009 - On-Going.

- Identifies grant funds and writes grant proposals.
- Collects and disseminates training material for reproductive health services in DRC.
- Advises on M&E mechanisms.

Full-Time Evaluation Consultant & Project Manager in the German Consulting Firm Health Focus GmbH. 2006 – 2008.

- Evaluation Consultant in the areas of Gender-based Violence, Refugee Health & Rights, Health Promotion, Psychosocial Interventions, HIV prevention and care.
- Conducted the eight-month "Global Evaluation of UNHCR's activities in preventing of and responding to Sexual and Gender based violence"
- Technical backstopping and quality assurance of various studies, evaluations and needs assessments in the health and social sector.
- Procurement management, proposal development, financial management.

Intern. World Health Organization (WHO) - Department of Mental Health and Substance. Geneva, Switzerland. Jun 2006 – Aug 2006.

- Conducted reviews of WHO's mental health system assessment reports of low and middle-income countries (WHO Mental Health Atlas Project).

(Co-) Founder, Refugee Coordinator, Evaluation Officer. Médecins du Monde - Italia (MdM). Italy, Mexico. 2002 –2006.

- Conducted a 7-month survey on the legal, medical and social conditions in the Italian detention centres for refugees/migrants.
- Facilitated the participatory design and construction of latrines, and collaborated in launching a vaccination campaign during a 6-month mission to Chiapas, Mexico.
- Collaborated in the organizational development of Médecins du Monde - Italy (today: Physicians for Human Rights - Italy)
- Provided medical and psychological support in MdM's mobile clinics for Sinti/Roma.

Medical Doctor. Charité Hospital. S. Orsola Hospital. Germany, Italy. Aug 2001 – Mar 2002

- Tropical Medicine, Emergency Surgery, Psychosomatic Medicine.

Male Nurse/Caretaker. Pfennigparade München, Pflege Berlin. Germany. 1994 – 2001.

- Outpatient care for older and mentally or physically challenged people.

Selected Evaluation Consultancies (position/organization/donor/country/date):

Evaluation Consultant. Victims Support Section of the Extraordinary Chambers in the Courts of Cambodia (ECCC). UN Trust Fund to End Violence against Women. Cambodia. Oct - Dec 2014

Final Evaluation of a 3-year transitional justice program aimed at promoting gender equality and improving access to justice for female survivors and victims of GBV under the Khmer Rouge. The program objectives included gender mainstreaming in the ECCC, NGOs and educational institutions for judicial professionals; the improvement of the trial attendance of female Civil Parties and GBV survivors; psychosocial services for female Civil Parties and other survivors of GBV; increased knowledge of Civil Parties on GBV under the Khmer Rouge and women's rights today; and the documentation and dissemination of information on GBV. Full responsibility for the design and implementation of the evaluation. Shared knowledge and provided advice on fundraising strategies.

Evaluation Consultant. Civil Peace Service (ZFD) of the German Agency for International Cooperation (GIZ). Federal Ministry for Economic Cooperation and Development (BMZ). Cambodia. Mar 2014 – July 2014.

Evaluation of the 'Justice and Reconciliation' program by ZFD/GIZ in Cambodia. In 2001, GIZ set up a program to support local organizations in their transitional justice activities. Its aim is to foster outreach work by and in the context of the Khmer Rouge Tribunal (ECCC); improve victims' participation at the ECCC; strengthen mental health services; and support truth-telling and memorialisation efforts. The program placed nine senior advisors in national NGOs, in addition to one advisor in the Victims Support Section of the ECCC. Full responsibility for the design and implementation of the evaluation.

Evaluation Consultant. Avocats Sans Frontières (ASF). Agence française de développement (AFD). Cambodia. Jan – Feb 2014.

End of Program Evaluation of a 3-year AFD-funded transitional justice program by ASF in Cambodia. The program was designed to provide Cambodians - in particular survivors of the Khmer Rouge - with 'access to justice', with the specific objective to ensure the fair and legal representation of Civil Parties at the ECCC. The program ensured the application, legal representation and legal counselling for app. ¼ of all Civil Parties in Case 002 at the ECCC. Responsible for the evaluation design and technical backstopping.

Evaluation Consultant. Victims Support Section of the Extraordinary Chambers in the Courts of Cambodia (ECCC). UN Trust Fund to End Violence against Woman. Cambodia. Nov - Dec 2013

Midterm Evaluation of a 3-year transitional justice program aimed at promoting gender equality and improving access to justice for female survivors and victims of GBV under the Khmer Rouge. The program objectives include gender mainstreaming in the ECCC, NGOs and educational institutions for judicial professionals; the improvement of the trial attendance of female Civil Parties and GBV victims; psychosocial services for female Civil Parties and other survivors of GBV; increased knowledge of Civil Parties on GBV under the Khmer Rouge and women's rights today; and the documentation and dissemination of information on GBV. Full responsibility for the design and implementation of the evaluation. Identified and established benchmarks and specific improvement activities.

Evaluation Consultant. Kdei Karuna. Institut fuer Auslandsbeziehungen. Cambodia. Dec 2012.

End of Project Evaluation of a 3-year peacebuilding program that focused on community-based memorialization activities and perpetrator/victim dialogues, the first such approach in Cambodia to foster reconciliation after the Khmer Rouge. Full responsibility for the design and implementation of the evaluation.

Evaluation Consultant. Danish Church Aid, Christian Aid. Cambodia. July 2012 - Sep 2012

End of Project Evaluation of a 3-year community-based psychosocial rehabilitation project for survivors of GBV.

This project offered a unique poverty reduction approach in the Cambodian context, with combined services in two areas of work, namely income generation and mental health. Saving schemes and agricultural skills training supported people to lift themselves out of poverty. Individual counselling developed psychological resources and coping mechanisms. Self-help groups empowered people to develop mutual support mechanisms and a more pronounced voice in society. Mental health awareness raising and the training of mental health focal points helped to counteract stigmatization and discrimination. Full responsibility for the design and implementation of the evaluation.

Evaluation Consultant. Médecins du Monde, New Vector, Hepa+. Agence française de développement (AFD). Georgia. Apr 2012 – May 2012.

Evaluation of a 4-year AFD-funded Harm Reduction program in Tiflis, Georgia. The primary objective of the program was to broaden Harm Reduction practices in Georgia by opening a drop-in centre (DIC) and providing medical and psychosocial services for injecting drug users, as well as training and collaborating with the Georgian HR network (GHRN). The primary objective of this evaluation was to identify and analyse key findings and to elaborate recommendations regarding partnership development (1), beneficiary satisfaction (2), and the quality of the program as compared to international standards (3). Particular attention was given to recommendations that ensure the enforcement of Harm Reduction standards in Georgia. Full responsibility for the design and implementation of the evaluation.

Evaluation Consultant. ICCO, COSECAM, Chab Dai Coalition, Ockenden, and 25 NGOs. European Commission. Cambodia. July 2011 – Oct 2011.

End of Project Evaluation of the 4-year EC-funded program "Creating a Legal and Sustainable Environment for Trafficked Human Beings from and in Cambodia" in nine Cambodian provinces. This program aimed for the provision of legal, medical, psychological and social services to victims of trafficking, through capacity development among governmental and non-governmental service providers, and the improvement of links between civil society organisations and state actors, in addition to institutional framework building and legal reform measures in collaboration with the Ministry of Social Affairs, Veterans and Youth Rehabilitation. Full responsibility for the design and implementation of the evaluation.

Evaluation Consultant. United Nations High Commissioner for Refugees (UNHCR). Jan 2007 - Oct 2008.

8-month Global Evaluation of UNHCR's activities in preventing of and responding to Sexual and Gender-based Violence. The evaluation assessed UNHCR's policy, strategies and priorities; UNHCR'S structural and management arrangements; human resource and staff development activities in relation to SGBV; participatory assessment, program design and monitoring mechanisms; partnerships and inter-agency cooperation; and the legal, medical and psychosocial services provided to survivors of SGBV. Evaluation of services by app. 60 partner NGOs in eight countries. Accountable for the supervision and strategic direction of the evaluation team. Conceptualized and designed the evaluation methodology, data collection plan and tools. Collected data through desk analysis, surveys, key informant interviews and focus group discussions during country missions to Georgia, Yemen and UNHCR's headquarter. Analyzed and synthesized all results in two country evaluation reports and one global evaluation report, and developed recommendations for the improvement of services at the country and headquarter level. Close consultation with UNHCR's staff and presentation of results at UNHCR's country and headquarter level. (Co-) produced a documentary film on SGBV prevention and response strategies.

Evaluation Consultant. ICCO, Dan Church Aid (DCA), Transcultural Psychosocial Organisation (TPO). European Commission. Cambodia. Nov 2009 - Dec 2009.

End of Project Evaluation of the 4-year EC-funded project "Improving the situation for disadvantaged groups in rural Cambodia: A capacity building approach to community mental health". The project aimed for the improvement of services for trafficked women and girls, survivors of domestic violence, people with drinking disorders and/or those living with HIV/AIDS, through psychological counseling and self-help groups, medical care, community-based awareness raising, and capacity building among peer

educators, doctors/nurses and government staff. Full responsibility for the design and implementation of the evaluation. Identified and established benchmarks for recommended activities in future projects.

Evaluation Consultant. Cambodian Human Rights and Development Association (ADHOC), OXFAM Novib. European Commission. Cambodia. Jan 2010 – Feb 2010.

End of Project Evaluation of the 4-year EC-funded "The Extraordinary Chambers in the Courts of Cambodia (ECCC) and the International Criminal Court (ICC) Justice Program". Full responsibility for the design and implementation of the evaluation. Procurement of funding for the project expansion.

Project Manager & Researcher. Médecins du Monde. Italy. 2002 - 2006.

7-month survey on the conditions in the Italian detention centers, and their legal, medical and psychological counseling services. Full responsibility for the design of the research methodology and tools. Managed and controlled all aspects of data collection during joint monitoring missions. Produced a comprehensive report synthesizing all findings and recommendations. Provided direction to the planning, coordination and implementation of advocacy efforts for the rights of migrants/refugees.

Selected Project/Program Design Consultancies (position/organization/donor/country)

Project/Program Design Advisor & Proposal Writer. Cambodian-German Cultural Association (KDKG e.V.), Metahouse, Youth for Peace, Khmer Action Art. Institute for Foreign Cultural Relations (ifa), German Federal Foreign Office. Cambodia. Oct 2014

Design of a transitional justice project in schools, the first such measure authorized by and supported by the Cambodian Ministry of Education. Through theatre performances, participatory movie making and youth dialogues with survivors, this project aims to encourage young Cambodians to reflect on the root causes and consequences of the Khmer Rouge conflict, and how they fuel protracted abuse today. By emphasizing a sense of injustice, this project aims to be of force in promoting civic engagement and shaping a culture of democracy. The project places emphasis on existing strengths and abilities among young Cambodian artists. It will be documented on film, and aired on TV and through social media, and thereby hopes to reach ten thousands adults and youth.

Project/Program Design Advisor & Proposal Writer. Victims Support Section of the Extraordinary Chambers in the Courts of Cambodia (ECCC), Kdei Karuna, Transcultural Psychosocial Organization. German Agency for International Cooperation (GIZ). Cambodia. Nov 2012 – Apr 2013

Design of four of the ECCC's reparation and non-judicial justice projects for survivors of the Khmer Rouge Regime, the first such measures in internationalized tribunals. These projects aimed to (1) develop a number of public memorial sites throughout Cambodia with related truth-telling and educational activities; (2) design and conduct interactive, mobile multimedia exhibitions that informs Cambodians on the Khmer Rouge History, the ECCC and personal experiences of civil parties, especially forced transfers; (3) provide approximately 200 civil parties with the opportunity to participate in 'testimonial therapy', an innovative rights-based and culturally adapted psychosocial treatment approach; and (4) install community-based and professionally facilitated self-help groups for Khmer Rouge survivors.

Project/Program Design Advisor & Proposal Writer. Victims Support Section of the ECCC. UN Trust Fund to End Violence against Women. Cambodia. Dec 2010 – Apr 2011.

Design of a program titled "Promoting gender equality and improving access to justice for female Civil Parties and GBV victims of the Khmer Rouge", the first non-judicial justice measures by the ECCC representing the only such measure within the International Criminal System. The program aimed for the improvement of gender sensitivity by judicial professionals at the ECCC and in the Cambodian judicial system, improved knowledge of women and men on GBV under the Khmer Rouge, and the provision of legal and psychosocial services. Groundbreaking activities include two international Women's Hearings on GBV and the countrywide establishment of community based truth-telling forums.

Project/Program Design Advisor & Proposal Writer. Transcultural Psychosocial Organization, Khmer Women's Cooperation for Development (KWCD), Legal Support for Children and Women (LSCW). UN Inter-Agency Project on Human Trafficking in the Greater Mekong Sub-region (UNIAP). Cambodia. Jun 2010.

Design of a project titled "Meeting the psychosocial, socioeconomic and justice needs of underserved victims of trafficking in Cambodia." The project served to provide training, coaching and mentoring to community groups, partner NGOs, local government staff, social workers and other public sector workers; to increase social cohesion and potential for reintegration of victims of trafficking in selected communities; to promote self-esteem and self-confidence of victims by significantly improving the mental well-being of 150 trafficked men, women, boys and girls subjected to long-term trauma and stress; to improve the socio-economic condition of victims of trafficking by enhancing food production, supporting income generating initiatives and facilitating local decision-making and legal processes in close cooperation with partner organizations; and to develop referral and case management systems.

Project/Program Development Advisor. Cambodian League for the Promotion and Defense of Human Rights (LICADHO), Transcultural Psychosocial Organization. European Commission. Cambodia. Nov 2009.

Design of a 2-year EC-funded project titled "Prevent Torture and Improve Prison Conditions in Cambodia." The overall objective of this project was to improve the conditions of inmates in Cambodia's prisons, particularly for survivors of torture, and to ensure their rights are respected. Activities include the monitoring of prisoners' mental health status and the occurrence of torture, the provision of mental health care, the establishment of self-help groups, medical training, and advocacy for policy change.

Project/Program Design Advisor & Proposal Writer. Transcultural Psychosocial Organization (TPO). Cambodian Defenders Project (CDP), CHRAC, ADHOC. United Nations Voluntary Fund for Victims of Torture (UNVFVT). Cambodia. Sep – Oct 2009.

Design of a project titled "Psychological Support to Victims of Torture and Genocide who testify in the Extra-Ordinary Chambers in the Courts of Cambodia." This proposal enabled TPO to run a treatment center that documents, treats and rehabilitates persons who have been subjected to torture during and after the Khmer Rouge regime and raises awareness on torture and its after effects in Cambodian society today; to provide on-site psychological support for torture victims prior, during and after the ECCC trial and to strengthen the psychosocial capacity of ECCC and NGO staff; and to implement TPOs pilot outreach program in cooperation with the ECCC and other partner organizations in order to identify, document, treat and rehabilitate torture victims.

Project/Program Design Advisor & Proposal Writer. Rehabilitation and Research Centre for Torture Victims Denmark (RCT). Transcultural Psychosocial Organisation. European Commission. Cambodia. Aug 2009

Design of an integrated project to prevent and respond to torture. The rehabilitation of torture victims was addressed through the provision of secondary and tertiary medical, psychological and social assistance as well as enhanced referrals, trainings, enhanced reporting mechanisms, the development of a central database, collaborative civil society initiatives and the use of national radio shows to strengthen advocacy. The prevention of torture was addressed through national as well as community-based awareness raising activities designed to enhance the respect for and knowledge of human rights and gender equality. Better inter-organizational reporting and advocacy efforts facilitated rehabilitation and led to legislative change and enhanced investigation, prosecution and punishment of perpetrators.

Project/Program Design Advisor & Proposal Writer. Cambodia Women Crisis Centre, Transcultural Psychosocial Organisation. United Nations Population Fund (UNFPA).

Design of the project "Provision of Multi-Sectorial Services for Gender-based Violence Prevention and Response." This project developed a functional NGO network, and provided a comprehensive package of services including health care, psychosocial counseling, a shelter and legal assistance for victims of GBV.

Project/Program Design Advisor & Proposal Writer. Transcultural Psychosocial Organisation. European Commission. Cambodia.

Design of a project titled “Poverty reduction through income generating activities and community-based psychosocial care – a pilot model approach in Cambodia.”

Selected Capacity Building Consultancies (position/organization/donor/country/date):

Organizational Development Advisor. Cambodian Center for Independent Media (CCIM). Cambodia. 2012. Conducted a fundraising training, and developed a highly successful fundraising strategy.

Part-Time Lecturer. Bielefeld School of Public Health, Institute of Tropical Medicine and International Health Berlin. Germany. 2007 – 2008.

Selected Participatory Arts Experiences (position/organization/donor/country/date):

Psychosocial Advisor, Artist. Youth for Peace. Civil Peace Service (ZFD) of the German Agency for International Cooperation (GIZ). Cambodia 2012.

Collaborated in the participatory creation of a 30m-wide, wooden “fire sculpture”. The project aimed to promote memorialization and healing after the Khmer Rouge, and to prevent youth violence and drug abuse. Strong engagement of app. 60 adolescents in the creative process, allowing them to become co-authors of the work.

Psychosocial Advisor, Filmmaker. Khmer Institute of Democracy. International Center for Conciliation, Transcultural Psychosocial Organisation. Civil Peace Service (ZFD) of the German Agency for International Cooperation (GIZ). Cambodia. 2008 - 2009.

Collaborated in the participatory production of the internationally award winning film “We Want (U) To Know!” (<http://we-want-u-to-know.com/>) designed to promote healing and reconciliation after the Khmer Rouge.

Evaluation Consultant, Filmmaker. United Nations High Commissioner for Refugees (UNHCR). Yemen, DRC. Jan 2007 - Oct 2008.

(Co-) directed a documentary film on UNHCR’s efforts to prevent and respond to Gender-based Violence in its operations. This film aimed to improve learning from practice among UNHCR and partner staff.

Volunteer Experiences (position/organization/country/date)

Human Rights Activist. European Social Forum, Berlin Social Forum, Plataforma Berlin. Germany, France, Italy, Mexico. 1995 - 2008.

Activist in the antiracist and global justice movements.

Selected conferences & presentations

- Rapporteur and author of the report of the first ‘Global Forum for Community Mental Health’ organized by WHO with NGO/GO representatives from over 40 countries. Geneva, 2007.
- Moderator of the regional meeting on torture prevention and response by IRCT. Phnom Penh, 2012.
- Presenter of the “SPECIAL REPORT. Mental Health and Human Rights in Cambodia” by the Leitner Center for International Law and Justice. Phnom Penh, 2012.\

Publications

Biedermann, N., Strasser, J., Poluda, J. (2006). Colonia Dignidad: Psychotherapie im Folterlager einer deutschen Sekte. Zeitschrift für Politische Psychologie, 14(1+2), 111-127.

Poluda, J. (2003). Totes Meer. Jungle World, (52). Retrieved from <http://jungle-world.com/artikel/2003/51/12000.html>

Poluda, J. (2004). Abschiebelager in Italien: „Centri di permanenzatemporanea. Presented at the Eroeffnungsveranstaltung: „Mauern I Berlin-Schengen 1989-2004 ein gemeinsames Projekt des Instituts für Nomadologie, der Berliner Geschichtswerkstatte.V. und der Autonomen Studentischen Vorhaben (ASV) an der Kunsthochschule Weißensee, Berlin, Germany.

Poluda, J. (2006). Gesundheitsversorgungunter den Bedingungen der italienischen “Centri di Permanenza temporanea ed Assistenza.” Erfahrungen und Wahrnehmungen der "Gäste und des medizinisch-psychologischenFachpersonals. (Master’s Thesis, Institute of Tropical Medicine and International Health, Berlin, Berlin, Germany). Retrieved from <http://www.troped.org/thesis.jsp>

Poluda, J. (2007). Summary report of the meeting of the Global Forum for Community Mental Health (p. 33). Presented at the the Global Forum for Community Mental Health in Geneva, Switzerland organized by WHO. Retrieved from http://cms.unimelb.edu.au/__data/assets/pdf_file/0011/417962/GFCMH_Geneva_2007_Final_Report.pdf

Poluda, J. (2008). Independent evaluation of UNHCR’S efforts to prevent and respond to sexual and gender based violence in situations of forced displacement: Evaluation mission to Georgia (p. 25). Country Evaluation Report submitted to UNHCR.

Poluda, J. (2009). Improving the situation for disadvantaged groups in rural Cambodia: A capacity building approach to community mental health. Evaluation report submitted to the Transcultural Psychosocial Organization.

Poluda, J., Raab, M. (2010) Justice for the Survivors and for Future Generations. Retrieved from: http://www.adhoccambodia.org/wpcontent/uploads/2013/08/ADHOC_KRT_evaluation_RaabPoluda_final003201.pdf

Poluda, J. and Tous, S. (2011). Creating a Legal and Sustainable Environment for Trafficked Human Beings from and in Cambodia (p. 60). Phnom Penh, Cambodia. Evaluation report submitted to COSECAM. Retrieved from http://www.cosecam.org/publications/CETHCam_FPE_Report_Poluda_Tous_RTF_File.pdf

Poluda, J., Strasser, J., Sotheara, C. (2011). Justice, Healing and Reconciliation in Cambodia. In: Charbonneau, B., Parent, G. (Ed.), Peacebuilding, Memory and Reconciliation Bridging Top-Down and Bottom-Up Approaches, Studies in Conflict, Development and Peacebuilding (p. 262). Retrieved from: <http://routledge-ny.com/books/details/9780415683647/>

Poluda, J., Schardt, S. (2012). Evaluation of Médecins du Monde`s Harm Reduction Program in Georgia. Report submitted to Médecins du Monde.

Poluda, J. (2013). Kdei Karuna’s Justice and History Outreach Program. Phnom Penh, Cambodia. Retrieved from: http://www.kdei-karuna.org/wp-content/uploads/2013/08/KDK_Eval2013.pdf

Poluda, J. (2014). Appui à la défense des parties civiles devant les Chambres Extraordinaires créés au sein des tribunaux Cambodgiens. Evaluation report submitted to Avocats Sans Frontières (ASF).

Poluda, J, Van der Keur, D. (2014). Promoting Gender Equality and Improving Access to Justice for Female Survivors and Victims of Gender-Based Violence under the Khmer Rouge Regime. Evaluation report submitted to the Victims Support Section of the Extraordinary Chambers in the Courts of Cambodia. Evaluation report submitted to Avocats sans frontieres.

Poluda, J. (2014). The Civil Peace Service by the German Society for International Cooperation in Cambodia. Evaluation report submitted to CPS/GIZ.

Pugliese, E., & Va, N. (2009). We Want (U) To Know". Documentary Film. Retrieved from <http://www.we-want-u-to-know.com/>

Rothkegel, S., Poluda, J., Wonani, C., Engelhardt-Wendt, E., Weyermann, B., Hennig, R. (2007). Evaluation of UNHCR's efforts to prevent and respond to sexual and gender-based violence in situations of forced displacement (p. 97). Geneva, Switzerland. Evaluation report submitted to UNHCR. Retrieved from <http://www.unhcr.org/research/RESEARCH/48ea31062.pdf>

Ruechardt, K., Kimmel, I., Poluda, J. (2011). Transformation: A memorial for the future, not for eternity. Phnom Penh, Cambodia.

Strasser, J., Poluda, J., Balthazard, M., Chriya, O., Sotheary, Y., Sophea, I., Kok-Thay, E., Sperfeldt, C. (2011). Engaging communities – Easing the pain. Outreach and psychosocial interventions in the context of the Khmer Rouge Tribunal. In F. Kernjak (Ed.), We need the truth: Enforced disappearances in Asia (pp. 146-161). Vienna, Austria: GEZA. Retrieved from http://www.geza.at/fileadmin/home/shared/We_Need_the_Truth/ECAP-We_need_the_Truth-Asia_disappearances.pdf

Strasser, J., Poluda, J., Chhim, S., Pham, P. (2011). Justice and healing at the Khmer Rouge Tribunal - The psychological impact of Civil Party participation. In Van Schaak&Chhang (Eds.), Cambodia's hidden scars: Trauma psychology in the wake of the Khmer Rouge, Documentation Series (p. 232). Documentation Centre of Cambodia. Retrieved from http://www.dccam.org/Projects/VOT/Cambodia'S_Hidden_Scars.pdf

References

- Dr. Sotheara Chhim. Managing Director of the Transcultural Psychosocial Organization.
Email: sotheara@tpocambodia.org
- Ms. Judith Strasser. Senior Advisor. Civil Peace Service. GIZ. Email: justrasser@googlemail.com
- Dr. Gerlinde Reiprich. Senior Project Manager, Health Focus GmbH. Email: reiprich@health-focus.de
- Dr. Alberto Barbieri, Senior project manager, Physicians for Human Rights - Italy.
Email: pachamamaluma@hotmail.com.