

Annex A: Evaluation Matrix

Main Questions	Elaboration	Information Sources	Field Methods	Means of Triangulation
Evaluation Criterion Relevance				
Main Relevance Question: What is the extent to which the VAC-AP is suited to prevent and respond to violence against children?	<p>Has implementation of the Action Plan yielded results that are relevant to the needs and rights of Cambodian children?</p> <p>Has implementation of the Action Plan been properly aligned with good practices in the area of violence against children programming?</p>			
R1. To what extent has the VAC-AP addressed the needs of children in terms of prevention and response of violence against children? (It is important here to analyse for different groups of children, e.g., boys, girls, children with disabilities, minorities, children from marginalised communities, etc.)	<p>It is recognised that the risks of, characteristics of, and consequences of violence varies across boys and girls. Has how the Plan been implemented in a manner that has been relevant to these diverse situations and needs?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence are more severe for some children than others. Has how the Plan been implemented in a manner that has been relevant to these diverse situations and needs?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence vary for households across poverty status. This is especially important in terms of isolation and access to services. Has how the Plan been implemented in a manner that has been relevant to these diverse situations and needs?</p> <p>Relevance is the extent to which the Action Plan is suited to the prevention and response to VAC. Overall, was the Action Plan appropriate in this regard?</p> <p>What changes could occur to increase relevance?</p>	<p>Senior level interviewees in Government, the UN, bilateral</p> <p>Operational level for programming</p> <p>Secondary materials</p>	<p>NPLKII</p> <p>Commune</p> <p>Local FGD</p>	<p>Consistency across interviewees</p> <p>Extent to which those closest to the issues feel that progress has been made</p> <p>Review of available materials against broader questions of progress</p>
R2. To what extent are the objectives of the VAC-AP still valid? Were the objectives set out in the VAC-AP realistic to be achieved in five years?	<p>Consider relevance across the Plan in general. Was the Plan overly-optimistic in any way, or was it essentially realistic? This includes what could be accomplished, how well institutions could perform, issues around efficacy of co-ordination, and similar.</p> <p>Changing attitudes and behaviours around violence against children is a serious challenge. Could the relevance of the Action Plan be improved by setting interim objectives that may be more achievable? If so, what would these be?</p>	<p>Senior level interviewees in Government, the UN, bilateral</p> <p>Operational level for programming</p> <p>Secondary materials</p>	<p>NPLKII</p> <p>Commune</p> <p>Local FGD</p>	<p>Consistency across interviewees</p> <p>Extent to which those closest to the issues feel that progress has been made</p> <p>Review of available materials against broader questions of progress</p>
R3. Are the activities and strategies of the VAC-AP consistent with its overall objectives and the attainment of the intended impacts and effects?	<p>Under Strategic Area 1: Coordination and Cooperation, the objective is to "reduce violence against children through a multi-sectoral institutional framework for child protection, coordinating primary prevention and response strategies with ministries and institutions targeting key actors and settings for positive change". Does this remain relevant today, or has implementation found that the way in which the Action Plan has approached this not worked as it should? If so, why, and what should change?</p>	<p>Senior level interviewees in Government, the UN, bilateral</p> <p>Operational level for programming</p> <p>Secondary materials</p>	<p>NPLKII</p> <p>Commune</p>	<p>Consistency across interviewees</p> <p>Extent to which those closest to the issues feel that progress has been made</p>

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	<p>Under Strategic Area 2, Primary Prevention, the objective is “to reduce violence against children in the home, schools, communities and in the media through a multi-sectoral coordinated primary prevention strategy with ministries and institutions targeting key actors and sectors for positive change”. Does this remain relevant today, or has implementation found that the way in which the Action Plan has approached this not worked as it should? If so, why, and what should change?</p> <p>Under Strategic Area 3, Multi-Sectoral Child Protection Response, the objective is “to respond to violence against children by strengthening capacity of social service providers (health, education, justice, and child protection) to provide quality services that protect girls and boys who have experienced, witnesses or are at risk of violence”. Does this remain relevant today, or has implementation found that the way in which the Action Plan has approached this not worked as it should? If so, why, and what should change?</p> <p>Under Strategic Area 4, Law and Policy Formulation, the objective is “to reduce violence against children by strengthening legislative and policy frameworks to prevent and protect children against all forms of violence, abuse and neglect”. Does this remain relevant today, or has implementation found that the way in which the Action Plan has approached this not worked as it should? If so, why, and what should change?</p> <p>Under Strategic Area 5, Monitoring and Evaluation, the objective is “to reduce violence against children by developing a comprehensive system for data collection and monitoring, evaluation, and reporting on violence experienced by children in Cambodia”. Does this remain relevant today, or has implementation found that the way in which the Action Plan has approached this not worked as it should? If so, why, and what should change?</p>			Review of available materials against broader questions of progress
R4. Is the institutional set-up consistent and suitable for operationalisation of the VAC-AP?	<p>Under Strategic Area 1: Coordination and Cooperation, the objective is to “reduce violence against children through a multi-sectoral institutional framework for child protection, coordinating primary prevention and response strategies with ministries and institutions targeting key actors and settings for positive change”. Does this remain relevant today, or has implementation found that the way in which the Action Plan has approached this not worked as it should? If so, why, and what should change?</p> <p>Where is there a mis-match between the objectives of the Plan and the institutional structures to deliver, if at all? What should be done?</p>	Senior level interviewees in Government, the UN, bilateral Operational level for programming Secondary materials	NPLKII	Consistency across interviewees Extent to which those closest to the issues feel that progress has been made Review of available materials against broader questions of progress
R5. Has the VAC-AP been designed and implemented taking into consideration the National Strategic Development Plan, the Decentralisation and De-concentration process and other relevant global or national strategies.	<p>[Covered under coherence as follows: Consider coherence across the Plan in general, consider alignment with international conventions and norms. Is their alignment in this regard, or are there aspects of the Plan that need adaptation to ensure alignment?</p> <p>Alignment with the National Development Strategy?</p> <p>Alignment with National Action Plan to Prevent Violence Against Women?</p> <p>Alignment with National Action Plan for Child Development?</p> <p>Alignment with the National Social Protection Strategy?</p> <p>Alignment with the National Gender Strategy and Policy?</p> <p>Alignment with national health policies?</p> <p>Alignment with national education policies?</p> <p>Alignment with the national policies and strategies around disability?</p> <p>Alignment with other national policies?</p>	Senior level interviewees in Government, the UN, bilateral Operational level for programming Secondary materials Those implementing Zoom in programmes	NPLKII	Consistency across interviewees Extent to which those closest to the issues feel that progress has been made Review of available materials against broader questions of progress

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	<p>Alignment with the Juvenile Justice Law.</p> <p>Alignment with the National Action Plan to End Online Child Sexual Exploitation and Abuse</p> <p>Alignment with the sustainable development goals?</p> <p>Alignment with a human rights-based approach to development?</p> <p>Alignment with the Convention on the Rights of the Child?</p> <p>Alignment with conventions aimed at protecting the most vulnerable?</p> <p>Alignment with conventions aimed at child marriage, child labour, and similar?</p> <p>Alignment with INSPIRE?</p> <p>Alignment with regional programming?</p> <p>Other alignment?</p> <p>UNICEF Country Programme and UNICEF international programmatic alignment?</p>			
<p>R6. Has the VAC-AP been designed and implemented taking into consideration the views and inputs from rights-holders, and in particular children, parents and caretakers.</p>	<p>How has Plan implementation 'listened to' rights-holders?</p> <p>How have the rights of children been strengthened through implementation of this Plan, if at all?</p> <p>[Also considered under Effectiveness]</p>	<p>Consistency across interviewees</p> <p>Extent to which those closest to the issues feel that progress has been made</p> <p>Review of available materials against broader questions of progress</p> <p>Secondary materials</p>	<p>NPLKII</p> <p>Commune</p> <p>Local FGD</p>	<p>Consistency across interviewees</p> <p>Extent to which those closest to the issues feel that progress has been made</p> <p>Review of available materials against broader questions of progress</p>
<p>Evaluation Criterion Effectiveness</p>				
<p>Main Effectiveness Question: How effective has the support been provided by Government and UNICEF and other partners in achieving the outcomes of the VAC-AP?</p>	<p>How effective has the Plan of Action been in progressing towards desired outcomes?</p>			
<p>Effect 1. To what extent have the expected outcomes of the VAC-AP been achieved or likely to be achieved?</p>	<p>Effectiveness refers to the extent to which the actions under the Plan have led towards progress on objectives, and achievement of outcomes. It considers what factors have strengthened these achievements, and what factors have undermined them. As a first question, what progress has there been towards effectiveness under this Plan?</p>	<p>Senior level interviewees in Government, the UN, bilateral</p> <p>Operational level for programming</p> <p>Those implementing</p> <p>Zoom in programmes</p> <p>Secondary materials</p>	<p>NPLKII</p> <p>Commune</p>	<p>Consistency across interviewees</p> <p>Extent to which those closest to the issues feel that progress has been made</p> <p>Review of available materials against broader questions of progress</p>
<p>Effect 2: What have been the major factors influencing the achievement or non-achievement of the VAC-AP (including enabling factors, barriers and bottlenecks)?</p>	<p>How has effectiveness been undermined by various context factors in Cambodia?</p> <p>How has effectiveness been strengthened by various context factors in Cambodia?</p> <p>How has effectiveness been undermined by how the Plan has been designed?</p> <p>How has effectiveness been strengthened by how the Plan has been designed?</p> <p>How has effectiveness been undermined by how the Plan has been implemented?</p> <p>How has effectiveness been strengthened by how the Plan has been implemented?</p>	<p>Senior level interviewees in Government, the UN, bilateral</p> <p>Operational level for programming</p> <p>Secondary materials</p>	<p>NPLKII</p>	<p>Consistency across interviewees</p> <p>Extent to which those closest to the issues feel that progress has been made</p> <p>Review of available materials against broader questions of progress</p>

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Effect 3: Are the results achieved similar in all provinces? Which provinces perform better/worse and for what reasons?	No elaboration	Senior level interviewees Provincial level interviewees Civil society Secondary materials	NPLKII Commune Local FGD	Consistency across interviewees
Effect 4: How satisfied have parents, children and communities been with the activities undertaken under the umbrella of the VAC-AP? Does it differ by geographical location or any other particular characteristic?	No elaboration	Parents, children, commune leaders Secondary materials	Commune Local FGD Children FGD One on one interviews with children	Consistency across interviewees
Effect 5: Is there evidence of the VAC-AP being effective to prevent both offline and online violence against children?	No elaboration	Senior level interviewees Provincial level interviewees Civil society involved in area Secondary materials	NPLKII Commune local FGD	Consistency across interviewees
Effect 6: When focusing on zoom-in activities: Is there evidence of certain interventions being more effective than others? If so, why? Is there evidence of varying levels of satisfaction of rights-holders with different types of interventions? If so, why?	No elaboration	Zoom-in interviews Senior level interviewees Secondary materials	(Mostly found in documents provided, some questions to implementers and those involved in oversight)	None
Evaluation Criterion Coherence				
Main Coherence Question: To what extent are there synergies and interlinkages between the VAC-AP interventions and other interventions?	External coherence: Has the Plan of Action been designed and implemented in a manner that is consistent with interventions in Cambodia in the area of violence against children programming? Internal coherence: Has the Plan of Action been designed and implemented in a manner where actions reinforce and build on each other?			
C1: To what extent are there synergies and interlinkages between the VAC-AP interventions and other interventions carried out by the government and partners?	Coherence refers specifically to how the Action Plan is consistent with Government's overall policies, plans and strategies, those of other key actors in Cambodia, including civil society, <i>and</i> internally coherent within the Plan itself. How coherent has the Plan itself and Plan implementation been in each of these respects?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Those implementing Zoom in programmes Secondary materials	NPLKII	Consistency across interviewees Extent to which those closest to the issues feel that progress has been made Review of available materials against broader questions of progress
C2: Do co-ordination mechanisms between key stakeholders exist, and if so, are they well designed, clear and active? Are there differences in co-ordination at national or sub-national levels? Has trust been created among	Operationally, how coherent has Plan implementation been across its different components? Consider this within a particular sector. Consider this across different sectors. Have relevant relationships been forged that allow institutions to work effectively together, or are these overwhelmed by the need for people to work within their own agency?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Secondary materials	NPLKII	Consistency across interviewees Extent to which those closest to the issues feel that progress has been made

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partners and has this enabled achieving results?	Is there sufficient trust across actors to make this work? Co-ordination mechanisms. Are these formalised, or just understood? Were there problems of interventions working against each other, duplicating efforts in a manner that undermines coherence, etc? Has coherence affected how effective the plan has been in terms of appropriately reaching boys and girls, vulnerable groups, and the rest?			Review of available materials against broader questions of progress
C3: Have co-ordination mechanisms between Ministries and Development Partners worked well for preventing duplication, enhancing synergies and being cost-efficient?	Consider coherence across the Plan in general, consider alignment with Government's national development framework. Is their alignment in this regard, or are there aspects of the Plan that need adaptation to ensure alignment?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Secondary materials	NPLKII	Consistency across interviewees Extent to which those closest to the issues feel that progress has been made Review of available materials against broader questions of progress
C4: Is there evidence of formation of strategic partnerships between key stakeholders and has this led to increased capacity to achieve results?	No elaboration	Senior level interviewees in Government, the UN, bilateral Operational level for programming Secondary materials	NPLKII	Consistency across interviewees Extent to which those closest to the issues feel that progress has been made Review of available materials against broader questions of progress
Evaluation Criterion Efficiency				
Main Efficiency Question: How efficient was the management of the VAC-AP, to ensure timely and efficient use of resources?	How effective has the Plan of Action been in progressing towards desired outcomes? How efficient has implementation been in terms of value for money? How cost effective has implementation been in terms of how funds have been spent?			
Effic1: How well has VAC-AP been managed in terms of the technical and financial resources?	No elaboration	Senior level interviewees in Government, the UN, bilateral Secondary materials	NPLKII	Consistency across interviewees Review of available materials against broader questions of progress
Effic2: Has VAC-AP been implemented in the most cost-effective way compared to alternative approaches? Are there evident efficiency gains from operating differently (e.g., having one action plan to cover violence against women and violence against children)?	Where have innovations occurred at Plan level that have strengthened efficiency? Where has implementation been least efficient and why? How do implementing agencies view efficiency in this regard, covering cost-effectiveness as well as operational efficiency? How do those at senior level view efficiency in this regard, covering cost-effectiveness as well as operational efficiency?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Secondary materials	NPLKII	Consistency across interviewees Review of available materials against broader questions of progress
Effic3: In what ways, at to what extent, do the costs incurred to implement VAC-AP justify	Consider the 'return on investment' of Plan activities. To what extent has the Plan performed in terms of cost effectiveness?	Senior level interviewees in Government, the UN,	NPLKII	Consistency across interviewees Review of available materials against

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the results achieved on preventing and reducing violence against children?	Evident efficiency gains from operating differently (e.g., one action plan to cover violence against women and violence against children)?	bilateral involved in financing Secondary materials		broader questions of progress
Effic4: Will the VAC-AP implementation reach the expected results as set out in the plan? Within the timeframe set in the plan?	Consider the 'return on investment' of Plan activities. To what extent the Plan has performed in terms of operational efficiency?	Senior level interviewees in Government, the UN, bilateral involved in financing Secondary materials	NPLKII	Consistency across interviewees Review of available materials against broader questions of progress
Evaluation Criterion Impact				
Main Impact Question: What have the results of the VAC-AP been, positive or negative, intended or unintended?	How has progress against desired outcomes led to desired impacts, if at all?			
I1: Is there evidence that the VAC-AP may be contributing to a reduction in violence against children?	Have the activities under the Plan led to any changes in levels of violence against children? What evidence there are in this regard? How does this vary across patterns of vulnerability? How does this vary across the type of intervention? How does this vary geographically? What needs to change in the Plan to improve this impact?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Commune level Secondary materials	NPLKII Commune Local FGD	Consistency across interviewees Extent to which those closest to the issues feel that progress has been made Review of available materials against broader questions of progress
I2: Is the evidence of the extent to which the VAC-AP increased access to response services?	Concerning institutional strengthening, what has been the impacts that are likely to last?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Commune level Secondary materials	NPLKII Commune Local FGD	Consistency across interviewees Extent to which those closest to the issues feel that progress has been made Review of available materials against broader questions of progress
I3: In what ways and to what extent has the VAC-AP changed the institutional capacities at the national and sub-national level to implement, manage and monitoring the VAC-AP?	Have the activities under the Plan led to any changes in responding to violence against children?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Commune level Secondary materials	NPLKII	Consistency across interviewees Review of available materials against broader questions of progress
I4: What difference has the VAP-AP made in terms of promoting prevention and response of violence against children among commune councils, community structures, parents and children?	No elaboration	Commune level Community level Secondary materials	Commune Local FGD Children's FGD	Consistency across interviewees

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I5: Are there any unintended results either positive or negative associated with the implementation of the VAC-AP?	No elaboration	Senior level interviewees in Government, the UN, bilateral Operational level for programming Commune level Secondary materials	NPLKII	Consistency across interviewees Review of available materials against broader questions of progress
Evaluation Criterion Sustainability				
Main Impact Question: How sustainable have the benefits of the VAC-AP been?	To what extent has the Plan of Action resulted in Government ownership of violence against children actions, reflected in human and financial resource allocation, institutional structures, and other measures?			
S1: What are the key barriers and bottlenecks towards achieving sustainability of VAC-AP in terms of sustainability of results achieved as well as sustainability of programmes and interventions?	What factors best support sustainability? What factors undermine sustainability?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Commune level Secondary materials	NPLKII Commune	Consistency across interviewees Review of available materials against broader questions of progress
S2: To what extent can components of the VAC-AP be integrated and implemented under the full ownership of the government, both technically and financially. In case of components currently financed by development partners, what would be needed for these to be fully owned by the government?	Considering progress to date, and thinking about the upcoming 2022-2026 Action Plan, what Plan components could be fully handled by Government? What about non-state actors, both local and international? What about elements where Government could take on greater responsibility? How could components currently financed by development partners be effectively transferred to Government for financing and management? Which components of the VAC-AP could be integrated and implemented under the full ownership of the government, both technically and financially. In case of components currently financed by development partners, what would be needed for these to be fully owned by the government?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Secondary materials	NPLKII	Consistency across interviewees Review of available materials against broader questions of progress
S3: To what extent has UNICEF's support contributed to enhancing sustainability of VAC-AP?	Elaboration via sub-questions: What could have been done better? What happened that had a role in undermining sustainability? How has implementation supported the sustainability of gender, age, disability and other equity-based approaches?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Commune level Secondary materials	NPLKII Commune	Consistency across interviewees Review of available materials against broader questions of progress
Evaluation Criterion Cross-Cutting Considerations				
CC1: In what ways and to what extent has the VAC-AP integrated an equity-based approach into the design and implementation of its services?	To what extent has the Plan of Action been designed and implemented in a manner that yields positive outcomes along gender, age, disability, equity, vulnerability and rights measures?	Senior level interviewees in Government, the UN, bilateral Operational level for programming Commune level	NPLKII Commune Local FGD Children's FGD	Consistency across interviewees Extent to which those closest to the issues feel that progress has been made
CC2: To what extent are age, disability and gender disaggregated data regarding beneficiaries collected and monitored?	It is recognised that the risks of, characteristics of, and consequences of violence varies across boys and girls. Has how the Plan been implemented in a			

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<p>CC3: Does the VAC-AP actively contribute to the promotion of child and women's rights, especially the most vulnerable, including children with disabilities?</p>	<p>manner that improved effectiveness with regard to these diverse situations and needs?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence are more severe for some children than others. Has how the Plan been implemented in a manner that improved effectiveness with regard to these diverse situations and needs?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence vary for households across poverty status. This is especially important in terms of isolation and access to services. Has how the Plan been implemented in a manner that improved effectiveness with regard to these diverse situations and needs?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence varies across boys and girls. Has how the Plan been implemented in a manner that reaches different children in a cost-effective and operationally efficient manner?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence are more severe for some children than others. Has how the Plan been implemented in a manner that reaches different children in a cost-effective and operationally efficient manner?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence vary for households across poverty status. This is especially important in terms of isolation and access to services. Has how the Plan been implemented in a manner that reaches different children in a cost-effective and operationally efficient manner?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence varies across boys and girls. How has the Plan impacted these populations differently?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence are more severe for some children than others. How has the Plan impacted these populations differently?</p> <p>It is recognised that the risks of, characteristics of, and consequences of violence vary for households across poverty status. This is especially important in terms of isolation and access to services. How has the Plan impacted these populations differently?</p>	<p>Community level Secondary materials</p>		<p>Review of available materials against broader questions of progress</p>

Annex B: Matrix on Quality, Sufficiency, Credibility of Data

The Matrix below includes an assessment of the quality and adequacy of the information upon which the evaluation question has been answered. It applies the following scale:

3 = high quality, high sufficiency, high credibility

2 = moderate quality, moderate sufficiency, moderate credibility

1 = low quality, low sufficiency, low credibility

0 = not enough information to respond to evaluation question properly, tenuous assessment offered

In situations where the scale is not sufficiently nuanced, a .5 scale is used and explained under 'comments'. For example, EQ R1 is rated as 2.5 because there are high levels of written evidence of the quality and adequacy of the Plan's consideration of the issues during design, and moderate based on what information was available on implementation.

The assessment refers to the main evaluation questions. Where a point needs to be made with regard to the sub-questions under the same evaluation criteria, brief information is offered for the relevant sub-question.

The cells cover rating, the main reasons for the rating, and comments on quality, sufficiency and credibility.

None of these judges the Action Plan design and implementation, rather the focus is on the quality, sufficiency, and credibility of the evidence. Sufficiency here refers to the adequacy and comprehensiveness of the information, while credibility refers to reliability and plausibility of the information.

Main Questions	Quality, Sufficiency, Credibility
<p>Main Relevance Question: What is the extent to which the VAC-AP is suited to prevent and respond to violence against children?</p>	<p>Rating: 2.5 – moderate to high</p> <p>Reasons: 1) KIIs and document review show clear evidence of solid design that included careful consideration of needs and rights; 2) results from some programmes obtained, through discussions with KIIs, show consistent evidence of commitment to deliver and attention to the objectives of the Action Plan with high consistency.</p> <p><i>Quality</i> Quality of evidence on relevance of design clear in documentation.</p> <p><i>Sufficiency</i> Strong evidence across documentation leading up to and including design, although review of design process itself not well documented, although summarised in UNICEF reporting. 2019 Annual Report on VAC Action Plan does not present results. Some programme reports reviewed under zoom-in cover consideration of results, with mixed empirical strength.</p> <p><i>Credibility</i> Discussion of results, some arguing that results are emerging, others less certain but optimistic. Coming from interviews with KIIs who are in a position to be able to judge status. Design documentation offers credible information in particular on alignment at national, regional and international levels.</p>
<p>R6. Has the VAC-AP been designed and implemented taking into consideration the views and inputs from rights-holders, and in particular children, parents and caretakers.</p>	<p>Lack of data aggregation on the views of rights holders over time, whether documenting engagement with representative groupings or findings from the field.</p>
<p>Main Effectiveness Question: How effective has the support been that has been provided by Government and UNICEF and other partners in achieving the outcomes of the VAC-AP?</p>	<p>Rating: 2 – moderate</p> <p>Reasons: 1) Mixed levels of documentation of progress at programme level. 2) Very limited results reporting at Action Plan level (focused more on process deliverables such as satisfaction with training than the results</p>

Main Questions	Quality, Sufficiency, Credibility
	<p>of delivery to rights-holders. 3) Insufficient reporting on constraints in programming, focus on successful cases and delivery of outputs.</p> <p><i>Quality</i> Mixed levels of documentation of progress, Action Plan level reporting focused on activities and numbers reached.</p> <p><i>Sufficiency</i> Sufficiency of evidence on effectiveness is mixed, as per Table 4 in the report that considers availability of evidence.</p> <p><i>Credibility</i> Most field evidence opinion data.</p>
Effect 3: Are the results achieved similar in all provinces? Which provinces perform better/worse and for what reasons?	Findings by programming more than provinces.
Effect 5: Is there evidence of the VAC-AP being effective to prevent both offline and online violence against children?	Little evidence on online violence or programming in online violence.
<p>Main Coherence Question: To what extent are there synergies and interlinkages between the VAC-AP interventions and other interventions?</p>	<p>Rating: 2.5 moderate to high</p> <p>Reasons: 1) KIs and document review show clear evidence of solid design that included careful consideration of how the Action Plan would function at Plan level across programming; 2) similar evidence during design that carefully considered coherence with VAC issues falling outside the Plan; and 3) evidence on coherence in implementation is mixed.</p> <p><i>Quality</i> Design documentation clear. Less clarity in implementation.</p> <p><i>Sufficiency</i> Design documentation informed by prior VAC programming, the VAC survey, international normative documents. Lack of documentation on implementation too limited to fully judge coherence of implementation.</p> <p><i>Credibility</i> Design documentation offer plausible evidence of coherence in design. Mix of implementation documentation but overall reliance on opinions rather than documented evidence. Lack of sufficient documentation on channels of implementation across different actors within programmes and across programmes.</p>
<p>Main Efficiency Question: How efficient was the management of the VAC-AP, to ensure timely and efficient use of resources?</p>	<p>Rating: 1.5 low to moderate</p> <p>Reasons: 1) Lack of denominators associated with reach undermines ability to assess cost effectiveness; 2) no single source of expenditure data and unit costings; and 3) opinion evidence clear that programming within the Action Plan framework is more cost effective than programming outside of an action planning framework, although not backed up by empirical evidence</p> <p><i>Quality</i> Quality of evidence low. Despite this, opinion data consistent across multiple respondents.</p> <p><i>Sufficiency</i></p>

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	<p>Few documents speak to cost effectiveness or efficiency. As noted for quality, despite this, opinion data consistent across multiple respondents.</p> <p><i>Credibility</i> Reliant on opinion data for cost effectiveness measures, lack of aggregate documentation challenges credibility.</p>
Effic1: How well has VAC-AP been managed in terms of the technical and financial resources?	Feedback on technical resource management for implementation, including partnerships and engagement with civil society and decentralised government, consistent and offers moderate evidence for cost effectiveness. Efficiency of delivery reflected in programme reporting on delivery from local government and civil society, for both response to VAC and prevention programming.
Effic4: Will the VAC-AP implementation reach the expected results as set out in the plan? Within the timeframe set in the plan?	Results not well elaborated with focus on process, process reporting on system building, training and similar documented, output reporting on delivery not well reported and limited to reach rather than results.
Main Impact Question: What have the results of the VAC-AP been, positive or negative, intended or unintended?	<p>Rating: 1 low</p> <p>Reasons: 1) Lack of documentation on results at output level nor achievement of outcomes; 2) reporting focuses on success stories towards intended objectives and devotes little attention to unintended or negative findings; and 3) no evidence on reduction of violence against children.</p> <p><i>Quality</i> Quality of evidence very low.</p> <p><i>Sufficiency</i> Insufficient evidence from documentation and field interviews to accurately judge impacts.</p> <p><i>Credibility</i> Little credible information on impacts, including where there are numbers for delivery (e.g., reintegration, school-based and pagoda-based programming and case load data).</p>
I3: In what ways and to what extent has the VAC-AP changed the institutional capacities at the national and sub-national level to implement, manage and monitoring the VAC-AP?	Anecdotal feedback from those involved in implementation suggest process results are positive, that different agencies are working together better under Action Plan programming that without it, but no clarity on impacts.
Main Sustainability Question: How sustainable have the benefits of the VAC-AP been?	<p>Rating: 1.5 low to moderate</p> <p>Reasons: 1) Lack of reporting on sustainability issues but reporting on delivery of skills and systems building; 2) lack of consideration of sustainability in Annual Report but here again reporting on delivery of skills and systems building; and 3) only opinion findings on sustainability given lack of reporting.</p> <p><i>Quality</i> Quality of evidence very low, despite reporting on delivery of skills development and systems strengthening. However, evidence of lack of government investment noted repeatedly by a range of interviewees, reflecting good evidence in this regard.</p> <p><i>Sufficiency</i> While there is insufficient evidence from documentation and field interviews to accurately judge levels of sustainability, it is clear that sustainability is not receiving sufficient attention, which is noted in the report.</p> <p><i>Credibility</i></p>

Main Questions	Quality, Sufficiency, Credibility
	<p>Little credible information on impacts, including where there are numbers for delivery (e.g., reintegration, school-based and pagoda-based programming and case load data). However, evidence of the lack of attention to considering sustainability, as noted in the report.</p>
<p>CC1: In what ways and to what extent has the VAC-AP integrated an equity-based approach into the design and implementation of its services?</p>	<p>Rating: 2.5 – moderate to high</p>
<p>CC2: To what extent are age, disability and gender disaggregated data regarding beneficiaries collected and monitored?</p>	<p>Reasons: 1) design documentation extremely informative on gender and vulnerability issues; 2) reporting clear on reporting girls and boys; and 3) reporting less clear on vulnerable groups unless the programme is specific to vulnerable groups (e.g., children in contact with the law, ethnic minorities, child who have migrated).</p>
<p>CC3: Does the VAC-AP actively contribute to the promotion of child and women's rights, especially the most vulnerable, including children with disabilities?</p>	<p><i>Quality</i> Quality of evidence in design documentation clear and persuasive. Reporting on reach across girls and boys good, reporting on vulnerable groups mixed.</p> <p><i>Sufficiency</i> Strong evidence across documentation leading up to and including design, although review of design process itself not well documented, although summarised in UNICEF reporting. 2019 Annual Report on VAC Action Plan presents reach by girls and boys and by vulnerable groups where targeted. Programme reports reviewed under zoom-in cover consideration of reach and effectiveness of reach to gender and vulnerable groups based on the specifics of the programming. Absence of denominators regarding much of what is delivered raises questions about data sufficiency.</p> <p><i>Credibility</i> No evident reason to question delivery figures.</p>

Annex C: Additional Details on the Outcomes Areas of the Action Plan and on the TWGs

For each strategic area, the Plan desired **outcomes under the identified objectives**:

- **Strategic Area 1: Coordination and Cooperation** – Reduce violence against children through a multi-sectoral institutional framework for child protection, coordinating primary prevention and response strategies with ministries and institutions targeting key actors and settings for positive change
 - Increased coordination and cooperation on efforts to reduce violence against children at all levels, including government ministries, institutions, development partners, service providers, communities and civil society
 - Establish key bodies at the national and sub-national levels to coordinate, monitor, and report on the implementation of the Action Plan
 - Strengthening of existing child protection systems and coordination of a comprehensive inter-ministerial child protection system
 - Strengthening of existing reporting systems and establishment of a national centralized child protection information management system with indicators on violence against children
- **Strategic Area 2: Primary Prevention** – Reduce violence against children in the home, schools, communities and in the media through a multi-sectoral coordinated primary prevention strategy with ministries and institutions targeting key actors and sectors for positive change
 - Increased media promotion of gender-equitable, non-violent social norms, images and messages
 - Increased protection from violence for girls and boys in schools by institutional and legislative frameworks
 - Increased capacity of service providers to support parents and caregivers in developing positive parenting knowledge and skills to help build safe, gender-equitable and non-violence families and environments
 - Increased protection from violence for girls and boys in communities by community programmes and religious centres
- **Strategic Area 3: Multi-Sectoral Child Protection Response** – Respond to violence against children by strengthening capacity of social service providers (health, education, justice and child protection) to provide quality services that protect girls and boys who have experienced, witnessed, or are at risk of violence
 - Increased access for girls and boys in contact with the law to effective, child-friendly law enforcement
 - Increased capacity of the justice system to treat girls and boys in contact with the law in a manner that complies with international human rights standards and is in accordance with their needs
 - Strengthening and expansion of an integrated child protection system to prevent and respond to violence against children
 - Increased capacity of health care systems and professionals and their institutional and legislative frameworks to protect girls and boys
 - Increased capacity of education systems and professionals and their institutional and legislative frameworks to protect girls and boys
- **Strategic Area 4: Law and Policy Formulation** – Reduce violence against children by strengthening legislative and policy frameworks to prevent and protect children against all forms of violence, abuse and neglect
 - Increased protection for girls and boys from corporal punishment and domestic violence by the legislative framework in compliance with international human rights standards
 - Increased protection for girls and boys from sexual violence by the legislative framework in compliance with international human rights standards
 - Increased protection for girls and boys from all forms of neglect by the legislative framework in compliance with international human rights standards
 - Increased protection for girls and boys from all forms of violence by a child protection legislative and policy framework

- **Strategic Area 5: Monitoring and Evaluation** - Reduce violence against children by developing a comprehensive system for data collection and monitoring, evaluation, and reporting on violence experienced by children in Cambodia
 - Establishment of a multi-sectoral monitoring and evaluation framework and coordinated multi-sectoral data collection and reporting system on violence against children
 - Strengthened evidence base for strategies on prevention and response to violence against children

Moreover, additional details on the tasks of the three technical working groups created in the framework of the Action Plan's Steering Committee are summarised below:

1. **Technical Working Group on Awareness Raising and Prevention of VAC (TWG1) ►**

The group is led by a chair, who is undersecretary of State of MoSVY, and supported by three vice chairs. There are also 21 additional members in the TWG, including 9 members from NGO sector.

Its duties include:

- Preparation of operational plan and monthly, quarterly, semester and annual report of the TWG;
- Preparation and implement of Cambodia PROTECT strategic plan;
- Review/check and comment on messages, materials and tools for dissemination related to Cambodia Protect;
- Promotion of the implementation of **Strategic Area II: Primary Prevention of the VAC AP**;
- Production and facilitation of the dissemination on violence-related messages on radio, TV, social media and person-to-person outreach at household, community, school, and religious places.

2. **Technical Working Group on Services Provision and Law Enforcement (TWG2) ►**

The group is led by a chair, who is undersecretary of State of the Ministry of Justice (MoJ), and supported by two vice chairs. There are also 21 additional members in the TWG, including 10 members from NGO sector.

Its duties include:

- Preparation of operational plan and monthly, quarterly, semester and annual report of the TWG;
- Promotion of the implementation of **Strategic Area III: Multi-sectorial Child Protection Responses, and Strategic Area IV: Law and Policy Formulation of the VAC AP**;
- Review/check and comment on the draft of strategies, programs, regulations related to protection and response to VAC;
- Seek for rescue service, care, rehabilitation, as well as legal service, to support victims;
- Monitor, follow-up and report on broadcasting of news or movies that stimulate/encourage violence, and submit to competent authorities for taking appropriate measure;
- Coordinate and seek support from other relevant ministries/institutions to prevent and take measure against violence and child paedophilia at all forms.

3. **Technical Working Group on Legal and Regulatory Review, Monitoring and Reporting (TWG3)**

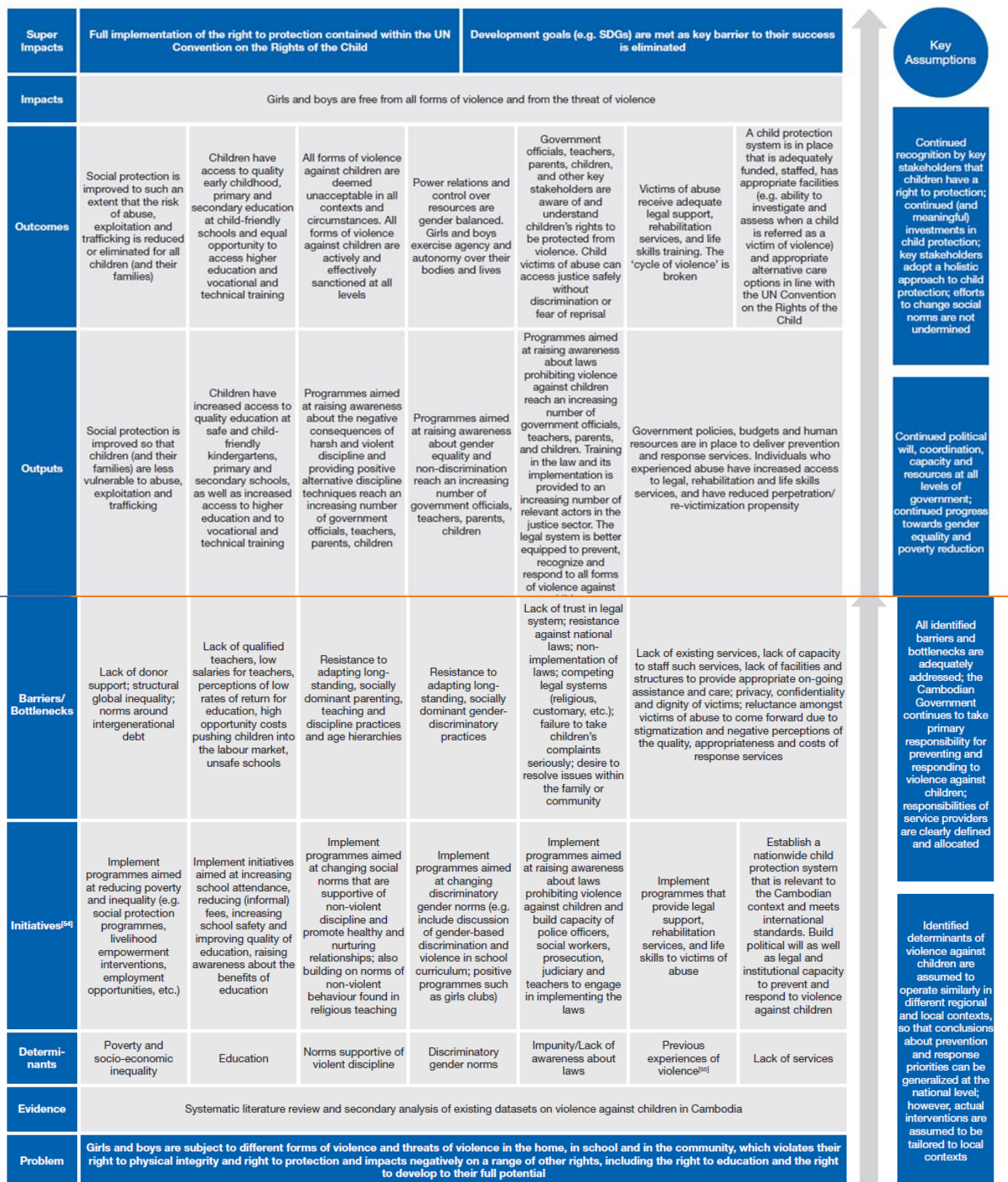
The group is led by a chair, who is undersecretary of State of MoWA, and supported by three vice chairs. There are also 17 additional members in the TWG, including 6 members from NGO sector.

Its duties include:

- Preparation of operational plan and monthly, quarterly, semester and annual report of the TWG
- Promote the implementation of **Strategic Area I: Coordination and Cooperation, and Strategic Area V: Monitoring and Evaluation** of the VAC AP
- Review and comment on data collection and analysis, monitoring and evaluation of the AP implementation
- Collect/compile and manage data on children who are victim of violence and abuses.

Annex D: Action Plan's Theory of Change

Figure 1: Theory of Change for VAC Action Plan



Annex E: Action Plan's Stakeholders and Evaluation Users

All the actors engaged in child protection in Cambodia, including both rights-holders (girls and boys, students, adolescents, youth and youth activists, parents, caregivers) and duty-bearers are stakeholders of the Action Plan.

Key stakeholders are the agencies overseeing implementation of the 2017-2021 VAC Action Plan, and those who will be involved in the design of the next VAC Action Plan. In particular, core users comprise members of the Steering Committee on Violence Against Children, chaired by the Ministry of Social Affairs, Veterans, Youth and Rehabilitation (MoSVY), the General Secretariat of the Cambodian National Council for Children and the Ministry of Women's Affairs serving as Vice-Chairs, and the three Technical Working Groups that fall under this Steering Committee.

Other ministries that are key stakeholders comprise the Ministry of Cults and Religion, the Ministry of Education, Youth and Sports, the Ministry of Health, the Ministry of Justice, the Ministry of Labour and Vocational Training, the Ministry of Planning, the Ministry of Tourism, the Ministry of Information, the National AIDS authority, and the National Institute of Statistics. The Ministry of Interior is responsible for public administration throughout Cambodia's 25 provinces (Inc. the 'special administrative unit' of Phnom Penh), and 203 districts/municipalities. In this respect the Ministry has a key role to play in supporting a professional civil service for effective implementation of a range of Government programmes, and is therefore a key stakeholder. It is also important as the Ministry overseeing police services.

The districts are further sub-divided into communes ('Sangkat' in municipal areas'), which form the lowest level of formal government, with village-level ('phum') authorities also playing a role in local governance. For the Action Plan, these decentralised authorities serve as important actors in terms of co-ordination (commune/Sangkat) across multiple line ministries and the Ministry of Interior, and in project level implementation.

UNICEF, as main partner of the Royal Government of Cambodia to lead and coordinate the implementation of the VAC AP, is the key United Nations agency given its mandate on children, along with UN Women, United Nations Population Fund, and World Health Organisation. Other development partners involved in supporting implementation of Plan components also represent important stakeholders.

All the above groups of stakeholders are intended evaluation users that will use the evaluation report, at different levels, for their learning.

Other international development partners interested by the evaluation include USAID, SIDA, UNICEF country chapters for Australia, Germany, the United Kingdom, Norway and Japan, the Displaced Children and Orphans Fund, the Government of Japan, the Government of Canada, as well as the global partnerships and the networks working in the sector such as the Global Partnership to End Violence Against Children.

Beyond national users and international partners with a presence in Cambodia, the commitment of the Royal Government of Cambodia to effective programming on VAC has meant that other countries and agencies can learn from what happened in Cambodia.

Finally, the 2015 global evaluation of VAC conducted under the auspices of the headquarters UNICEF Evaluation Office offered insights into good practice VAC programming, and this was noted to have influenced UNICEF VAC programming in various countries, including Cambodia. For these reasons, another set of evaluation users is expected to be national governments, international civil society actors with a presence in south east Asia and the Pacific, international development agencies (multilateral and bilateral), and others shared through the UN's evaluation portals.

Annex F: Constrained Utility of the Theory of Action Approach

The Terms of Reference noted that the Consultant should reflect on the development of a Theory of Action that provides insights into the Theory of Change.

Coffey defines a Theory of Action as the ‘delivery model for a Theory of Change’¹. They argue that a Theory of Action should be developed during design to ‘articulate the mechanisms through which the activities are being delivered, e.g., through which actors (for example, NGOs, government or markets) and following which processes (for example grants to NGOs disbursed from a challenge fund, provision of technical assistance, advocacy activities, or the establishment of partnerships)’.

A literature search finds little use of the approach in development, but is mentioned in a few cases in education sector programming and evaluation in developed countries. The Coffey website itself notes that “to date, Theories of Action have not been used much, either by donors, implementers or evaluators”, and argues that “from both the implementation and evaluation perspectives, there is an urgent need to dedicate more attention, time and resources to developing Theories of Action. This will ensure more systematic learning of what works and what does not work in the field of implementation theory and its practice”. No further detail is provided to indicate how it would ensure more systematic learning.

Abt Associates² prepared an undated brief on Theories of Action that does provide a bit more information relevant to ToA *utility*. It argues that the Theory of Action focuses on the ‘lower half of the logframe’ dealing with activities, inputs and outputs, and that Theories of Change focus on outcomes and impacts. While this does highlight how proper planning and elaboration of all aspects of a logical framework need to be considered, it remains *unclear where these issues are already currently neglected in well-constructed programmes*. It is therefore not clear whether Theories of Action represent an action in search of a problem that does not exist in well-designed programmes.

Given the assessment of the overall ToC given in this report, the evaluators have concluded that the overall Theory of Action for VAC would have not represented a useful tool for this evaluation. In addition, following the evaluation findings presented above, it remains uncertain what value would be added by introducing the approach of Theory of Action in the development of the next Action Plan, versus simply following planning processes that worked in the previous Action Plan development process. For the first Action Plan those steps included the development of an overall Theory of Change for VAC, a review of international good practice documents, extended consultations with a wide range of stakeholders, repeated planning and developed sessions for Action Plan development, and then the detailed process of developing the Results Framework and gaining agreement on priority outcomes and actions. An example is included in Annex T in this regard.

Given the lack of value added, it is recommended that the Theory of Change be updated based on the recommendations contained in Annex T. This would specifically include developing testable hypotheses that would then be verified as reporting proceeded on implementation.

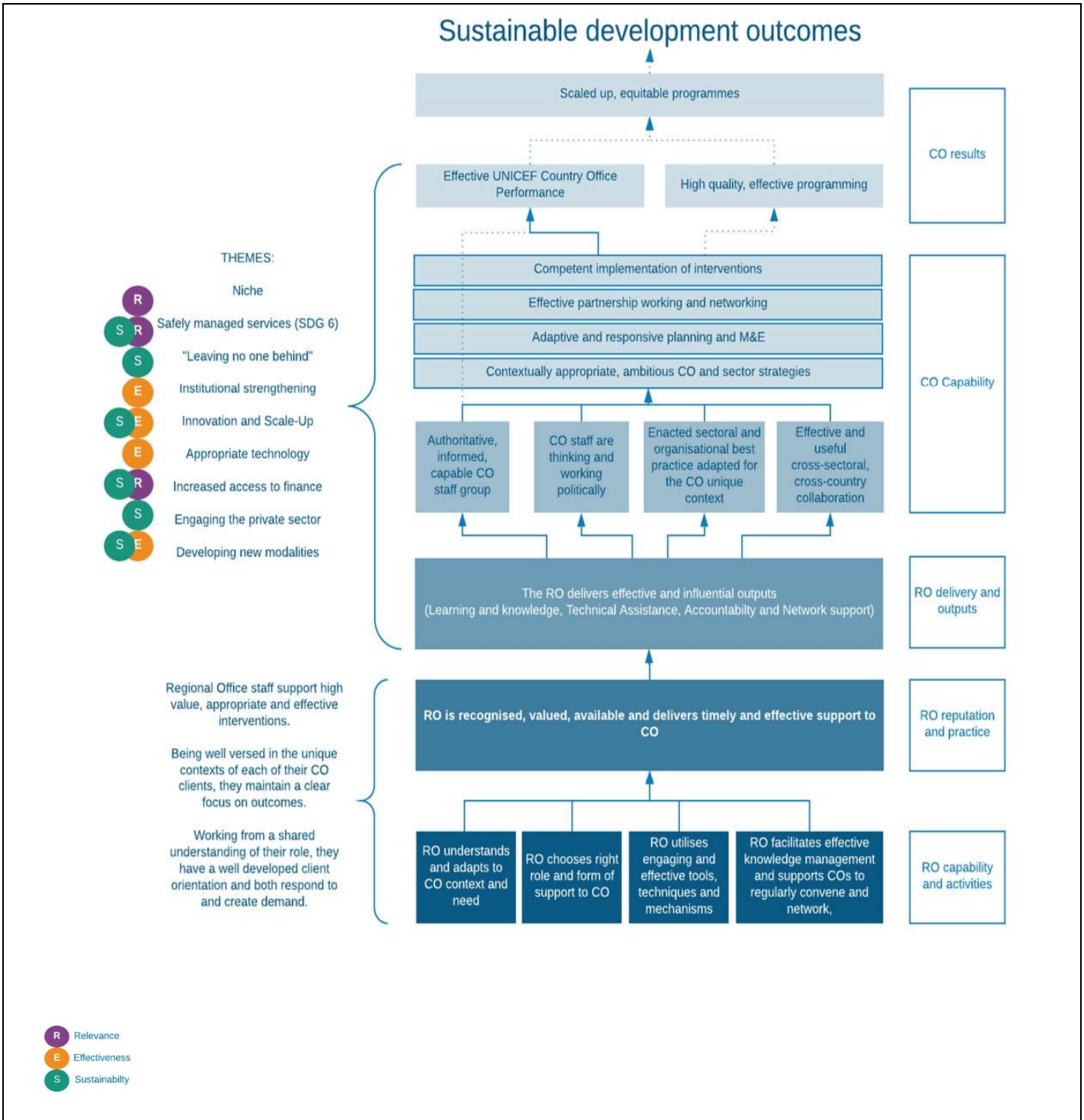
Seeming to support these concerns, one example provided by UNICEF for consideration was employed in a formative evaluation of UNICEF Water, Sanitation and Health programming in the East Asia and Pacific Region³. Yet in this example, in developing the theory of action the evaluation largely seems to have referred to commitments and good practices within the UN system as the best means to operate, which is usually not under dispute:

Figure 2: Theory of Action for WASH Programme

¹ <https://coffey.com/en/ingenuity-coffey/what-is-a-theory-of-action/>

² <https://abtgovernance.com/2019/07/19/theory-of-change-and-theory-of-action-whats-the-difference-and-why-does-it-matter/>

³ IOD PARC (2018). *Formative Evaluation of the UNICEF WASH Regional and Country Programming Strategies in the East Asia and Pacific Region*, draft Inception Report, IOD Prc, Sheffield, United Kingdom.



While that may have been needed for the WASH evaluation, and while the evaluation itself went far beyond this, it still remains unclear what value was added by this ToA example that could also add value to the present evaluation and, consequently to the VAC Action Plan design for 2022-2026.

Annex G: Documents Consulted

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- MoH, *Clinical Handbook on Healthcare for Women and Girls Subjected to Violence*, 2017
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- MoJ – MoSVY, *Juvenile Justice Law*, 2016
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- MoI, *Social Service Expenditure Guidelines*, 2018
- MoI, *Social Services Implementation Manual*, 2018
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- RUPP, *An indexing of Parenting Programmes in Cambodia*, 2019
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- AYRG, *Manual child participation*, 2018
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Annex H: Further Information on Methodology for Data Collection

The evaluators managed to reach **the stakeholders planned in inception phase** with few exceptions: at national level only 6 persons were not interviewed by the evaluators as it was planned because either they were not contactable or they were not able to share with the evaluators relevant information related to the Action Plan. At the sub-national level, the focus group discussions, only in limited cases, were attended by a lower number of people than expected. These elements did not represent a limitation for the evaluation as the exercise managed to engage all the relevant stakeholders as planned.

The 2017-2021 Action Plan identifies a number of stakeholders that was the starting point for a listing of stakeholders to engage in the evaluation using a **purposive sampling technique**. Consequently, a list of stakeholders was created, shared and refined during the Inception Phase in collaboration with UNICEF and MoSVY and then approved in the framework of the Inception Report. Relevant contacts details on which the evaluators built the data collection plans have been shared by UNICEF in December.

Stakeholders included rights-holders, duty-bearers, and informed officials and activists. Duty-bearers and informed officials and activists were found at national, provincial and commune levels, while rights-holders were found at community level.

The following Key Informant groups were consulted during the process:

- a) **At national level** ► Members of the Cambodian Ministries and authorities involved in managing and implementing the Action Plan as part of the Steering Committee and of the TWGs, UNICEF Staff, other UN Agencies staff, donors, development partners, relevant NGOs and CSOs working in the field.
- b) **At subnational level** ► Subnational Level Implementing Partners, Relevant local authorities, service providers, Parents/caregivers/family members, children and adolescents in-school and out of the school, including vulnerable children.

The selection of the actual adult respondents involved in the FGDs and of the children interviewed individually was done using an **at-random sampling technique**, respecting the gender-balance, on the basis of lists of stakeholders provided by the Action Plan focal points in the provinces, in particular the Provincial Committee and provincial departments of the MoSVY. Each list provided to the evaluators represented the sample which has been divided in two strata: males and females. In the framework of each strata, numbers have been assigned to each name in order to allow for a random selection

It is useful here to note that, in the period of the data collection, schools were closed because of a Governmental decision caused by the spread of the COVID-19 pandemic. Therefore, the team had to rearrange its strategy and seek the support of the Action Plan focal points also to assure the involvement of the in-school children, who were possible to interview despite the closure of the schools. Furthermore, the role of the NGOs which work with **vulnerable children** (*Children living on street, Children in alternative care, Children affected by migration, Children with disabilities, Children in contact with law, Children from ethnic minority groups*) has been of outmost important in order to allow for the participation of the latter in the data collection process and assure that all measures to protect children and assure their well-being were duly in place, as specified below in the section related to the ethical considerations.

Site visits: Site visits in the 6 target provinces were an important element of the field research. During site visits, key informant interviews and document analysis were conducted as inputs for responding to the general evaluation questions and sub-questions.

Annex I: Field Instruments

Four sets of field instruments have been employed for the evaluation. Key Informant Interview (KII) instruments – National and Provincial Level

- Group/Individual Level Interview Instrument – Commune level
- Focus Group Discussion (FGD) instruments - Local Level (Parents/Local Leaders)
- Focus Group Discussion Instrument/ Individual Level Interview Instrument for children

These tools complemented the other methods employed for the evaluation.

Key Informant Interview Instrument

Country-Led Evaluation of the Action Plan to Prevent and Respond to Violence Against Children 2017-2021 in Cambodia

Prepared by the Lattanzio KIBS Evaluation Team for
UNICEF Cambodia Country Office

	Information	Details
1	Level	____ - 1 national ____ - 2 provincial
2	If province (Inc. Phnom Penh if provincial interviewee)	Name of Province:
	First Name	
	Surname	
	Title (Mr., Mrs., Ms., Dr., Rev., etc.)	
	Contact Details (or scan card)	e-mail address: _____ phone number: _____
3	Position	
4	Name of Organisation/Ministry/Programme/other	
5	Type of Institution	____ - 1 government ____ - 2 donor organisation/development partner ____ - 3 civil society organisation ____ - # other (specify): _____
6	Oversight Agency	Is the interviewee with an agency/department that is directly responsible for overseeing implementation of the Action Plan: ____ - 1 yes ____ - 2 no
7	Implementing Agency	Is the interviewee with an agency/department that is directly responsible for implementing one of more projects/programmes under the Action Plan: ____ - 1 yes ____ - 2 no
8	Date	Date:
9	Length of Interview (minutes)	
10	Co-operation	____ - 1 high ____ - 2 medium ____ - 3 low
11	Interviewer Name	
12	Person and Date Compiled	
13	Person and Date Processed into merged report for onward submission for analysis	

My name is _____, and I'm part of a team with the evaluation agency, Lattanzio, contracted to conduct an evaluation of the Action Plan to Prevent and Respond to Violence Against Children. This evaluation covers the Action Plan period from 2017, and will help Government and its partners strengthen their programming around violence against children. Further, it will help inform development of the 2022-2026 Violence Against Children Action Plan.

As part of the evaluation, we are speaking with those who have been involved with Action Plan implementation, those who have experience and information around the issue of violence against children in Cambodia, and those who are more broadly involved in social protection and child protection in Cambodia. We are interested in hearing your experience in this area, your direct experience with the Action Plan and projects/programmes that all under the Action Plan (if any), and also seeking your advice about how violence against children programming can be strengthened.

We'll be asking you rather broad-based questions, questions about specific issues, and also presenting you with statements and asking you the extent to which you agree or disagree with the statement, and why. Of course, if you feel that a question is not applicable to you, please just indicate so.

(The informed consent is explained and delivered in hard form [in case of field data collection] to the respondent and asked for signature or verbal agreement. In case of remote interviews, it is sent in advance by email and mentioned again at this point)

May we proceed? ____ - 1 Yes ____ - 2 No

Introductory Questions

- 14) Please tell us a bit about how you are involved with Action Plan design, as well as implementation, if at all. [Int: if they are involved at a strategic level considering the Action Plan overall, have them explain that. If they are involved at an operational level with regard to particular Plan components, programmes, or projects, describe that]
- 15) Please tell us a bit about your broader experience around the issue of violence against children.
- 16) Do you have any other comments before we proceed with more specific questions?

Overall Assessment of the Action Plan

- 17) As a first question, here is the overall aim of the Action Plan: "To develop Cambodia's child protection system into a strong framework for comprehensive and proactive interventions that prevents girls and boys from exposure to violence and responds holistically when violence does occur". Considering what you know about the Action Plan, how well do you think Cambodia has done in terms of: 1) building a system to deal with the problem of violence against children, and more specifically with 2) preventing and 3) responding to violence against children? [Int: Following their responses, follow up with two summary questions]
- 17a) Considering what you've just said, what are the main strengths of the response?
- 17b) Considering what you've just said, in what way is the response most lacking?
- 18) Again considering the Action Plan as a whole, to what extent do you feel that there is evidence that can track progress against implementation? Are there important gaps in this regard?

Strategic Areas in the Plan

The Action Plan mentions five strategic areas that are the focus of the Plan: [Int: hand them a copy of the description of these five, and give them a minute to read each]

- Coordination and cooperation - "reduce violence against children through a multi-sectoral institutional framework for child protection, coordinating primary prevention and response strategies with ministries and institutions targeting key actors and settings for positive change"

- Primary prevention - “to reduce violence against children in the home, schools, communities and in the media through a multi-sectoral coordinated primary prevention strategy with ministries and institutions targeting key actors and sectors for positive change”
- Multi-sectoral child protection response - “to respond to violence against children by strengthening capacity of social service providers (health, education, justice, and child protection) to provide quality services that protect girls and boys who have experienced, witnesses or are at risk of violence”
- Law and policy formation - “to reduce violence against children by strengthening legislative and policy frameworks to prevent and protect children against all forms of violence, abuse and neglect”
- Monitoring and evaluation - “to reduce violence against children by developing a comprehensive system for data collection and monitoring, evaluation, and reporting on violence experienced by children in Cambodia”

19) Of these five areas, which **one** do you feel most comfortable discussing?

- ____ - Coordination and cooperation
- ____ - Primary prevention
- ____ - Multi-sectoral child protection response
- ____ - Law and policy formulation
- ____ - Monitoring and evaluation

20) [If coordination and cooperation mentioned] As a first question on this topic, please describe where you think there has been progress and where progress has been lacking. [Int: ensure that they have the sheet showing the objective] [Int: following the initial response, ask the following as per gaps not mentioned]

- 20a) Multi-sectoral institutional frameworks are difficult to design and implement. To the extent that it worked, what drove this? To the extent that it fell short, why?
- 20b) Key to effective coordination and cooperation is the ability to finance the Action Plan overall in a manner that is meaningful to accomplishing the aims. Has this been the case?
- 20c) Has co-ordination strengthened the quality of service delivery in any area of the Action Plan? If yes, please describe. If no, why not?
- 20d) For the 2022-2026 Plan of Action, what would you recommend be done that would improve delivery under this objective?

21) [If primary prevention is mentioned] As a first question on this topic, please describe where you think there has been progress and where progress has been lacking. [Int: ensure that they have the sheet showing the objective] [Int: following the initial response, ask the following as per gaps not mentioned]

- 21a) Primary prevention is quite challenging. To the extent that it worked, what drove this? To the extent that it fell short, why?
- 21b) For the 2022-2026 Plan of Action, what would you recommend be done that would improve delivery under this objective?

22) [If multi-sectoral child protection response mentioned] As a first question on this topic, please describe where you think there has been progress and where progress has been lacking. [Int: ensure that they have the sheet showing the objective] [Int: following the initial response, ask the following as per gaps not mentioned]

- 22a) Engaging with multiple sectors to deal with child protection is difficult. To the extent that it worked, what drove this? To the extent that it fell short, why?
- 22b) For the 2022-2026 Plan of Action, what would you recommend be done that would improve delivery under this objective?

23) [If law and policy formulation mentioned] As a first question on this topic, please describe where you think there has been progress and where progress has been lacking. [Int: ensure that they

have the sheet showing the objective] [Int: following the initial response, ask the following as per gaps not mentioned]

- 23a) Change is often slow in terms of both legal reform and policy innovation. This isn't always considered when designing programmes and plans, so things can often be overly ambitious. To the extent that things worked here, what drove this? To the extent that things fell short, why?
- 23b) For the 2022-2026 Plan of Action, what would you recommend be done that would improve delivery under this objective?
- 24) [If monitoring and evaluation mentioned] As a first question on this topic, please describe where you think there has been progress and where progress has been lacking. [Int: ensure that they have the sheet showing the objective] [Int: following the initial response, ask the following as per gaps not mentioned]
- 24a) There is almost universal recognition that monitoring often falls short, and often new programmes and plans argue that there is a need to redouble monitoring efforts. There is often also a commitment to regular reviews of progress internally and with external support, focused on learning so that implementation can be strengthened. To the extent that things worked for the Plan in this regard, what drove this? To the extent that things fell short, why?
- 24b) For the 2022-2026 Plan of Action, what would you recommend be done that would improve delivery under this objective?

Gender, Equity, Vulnerability

- 25) The Plan is quite explicit about needing to ensure that Plan activities recognise, and respond to, different risk factors and different consequences of violence on varied persons and groups. Please consider the following, based on your experience with Plan implementation: [Int: consider this against their response to question 1 above, so that the discussion is contextualised based on how they are involved with Plan implementation]
- 25a) [Ask 1 in 3 interviewees as appropriate] How effective has the Plan been in nuancing to meet the needs of boys versus girls?
- 25b) [Ask 1 in 3 interviewees as appropriate] How effective has the Plan been in terms of adequately targeting those most vulnerable to violence, and/or most severely impacted by violence?
- 25c) [Ask 1 in 3 interviewees as appropriate] How effective has the Plan been in terms of adequately targeting those most affected by poverty?
- 26) [Ask 1 in 3 interviewees as appropriate] Has the Plan been well targeted in terms of geographical area?
- 27) The Plan put forward a human rights-based approach to programming. How well has it performed in this regard? [Int: after the general discussion, raise the following as appropriate]
- 27a) [Ask 1 in 5 interviewees as appropriate] Treating children as having agency, to make decisions, to control their own lives, to prevent others from harming them. [Int: get examples or what worked and what did not, including how it worked and did not work across boys and girls, by location, by poverty, etc.]
- 27b) [Ask 1 in 5 interviewees as appropriate] Treating parents/caregivers as having agency. [Int: get examples or what worked and what did not, including how it worked and did not work across boys and girls, by location, by poverty, etc.]

- 27c) [Ask 1 in 5 interviewees as appropriate] Decentralising decision processes as far as possible. [Int: get examples or what worked and what did not, including how it worked and did not work across boys and girls, by location, by poverty, etc.]
- 27d) [Ask 1 in 5 interviewees as appropriate] “Doing no harm” to the positive attributes of Cambodian culture and norms that can aid a reduction in violence. [Int: get examples or what worked and what did not, including how it worked and did not work across boys and girls, by location, by poverty, etc.]
- 27e) [Ask 1 in 5 interviewees as appropriate] Was ‘driven’ by Cambodians in design and implementation in a way that was relevant to local conditions. [Int: get examples or what worked and what did not, including how it worked and did not work across boys and girls, by location, by poverty, etc.]

Relevance

- 28) [Int: Direct to those who are involved in the legal arena or social policy arena] ‘Relevance’ refers to the extent to which the Plan is relevant to the needs and rights of children in Cambodia, and is relevant in the context of Cambodian policies and laws. We covered the first one – relevant to the needs and rights of children in Cambodia – above. Here we are interested in understanding how relevant the Plan has been to the policies and laws of Cambodia. Where is the ‘fit’ right and where is it not?
- 28a) What needs to be done to improve this?
- 29) [Int: Direct to those who are involved in the social policy arena] More broadly, ‘relevance’ also refers to the extent to which the Plan is relevant to international commitments that Cambodia is a party to, such as the sustainable development goals, the convention on the rights of the child, the convention on the rights of the disabled, and similar. How relevant the Plan has been to the policies and laws of Cambodia. Where is the ‘fit’ right and where is it not?
- 29a) What needs to be done to improve this?
- 30) Consider ‘relevance’ by your areas of technical expertise discussed above. [Int: refer to the question on areas of expertise, and ensure that they have the handout] How relevant is the Plan in your area(s) of _____ [and _____] against: 1) the needs and rights of children in Cambodia; 2) Cambodian laws and policies; and 3) Cambodia’s commitment to international conventions?
- 30a) [Ask only those specifically aware of the Law] Consider this with specific regard to the Juvenile Justice Law. How relevant is the Action Plan with regard to the requirements of the Law?
- 31) [Ask 1 in 3 interviewees as appropriate] Considering your areas of expertise and experience, do you feel that the Plan is ‘too optimistic’ in what it is trying to accomplish and the goals it has set, or about right? Please explain?
- 31a) [If ‘too optimistic’] Why do you think the Plan ended up being unrealistic in this regard? What can be done about this?
- 32) [Ask 1 in 3 interviewees as appropriate] Changing attitudes and behaviours around violence against children is a serious challenge. Could the relevance of the Action Plan be improved by setting interim objectives that may be more achievable, or is this not even an issue?
- 32a) [If ‘more achievable’] What would be interim objectives be?
- 33) [Int: For those familiar with the institutional ‘infrastructure’ around the Action Plan] Was there a mis-match between the objectives of the Plan and the institutional infrastructure to deliver? This refers to both national and local institutional arrangements.

- 34) If you had to ‘rank’ Plan ‘relevance’ on a scale of ‘very relevant’, ‘somewhat relevant’, ‘not very relevant’, or ‘not at all relevant’ at overall Plan level, how would you rate it? Why?

Coherence

- 35) ‘Coherence’ refers to how internally consistent the Plan is as an overall plan – how well its component parts work together, and how well the Plan fits within Government’s national development policies and strategies, and relevant sectoral policies and strategies. How ‘internally coherent’ is the Plan? That is, does it hold together as a Plan, with the various parts moving in the same direction and helping each to achieve?
- 35a) [Ask 1 in 3 interviewees as appropriate] How ‘externally coherent’ is the Plan in the context of national and relevant sectoral development policies and strategies? [Int: after the general discussion, raise any not already raised in terms of the National Development Strategy, the National Action Plan to Prevent Violence Against Women, the National Action Plan for Child Development, the National Gender Strategy, education policies, health policies, social protection policies, etc.]
- 35b) [Ask 1 in 3 interviewees as appropriate] How externally coherent is the Plan in the context of initiatives including INSPIRE, and regional initiatives?
- 36) Internal coherence is complex in a multi-sectoral plan environment. It requires building relationships, ensuring trust, and a willingness and ability of actors to achieve joint objectives even when incentives may not be in place to do this. How has Plan implementation been able to build these?
- 36a) [Ask 1 in 3 interviewees as appropriate] These things are especially challenging when you face a serious problem to solve, including something as difficult as preventing and responding to violence against children. How have these particular challenges been overcome?
- 36b) [Ask 1 in 3 interviewees as appropriate] Where has implementation of the Plan been lacking in these respects?
- 37) If you had to ‘rank’ Plan ‘coherence’ on a scale of ‘very coherent’, ‘somewhat coherent’, ‘not very coherent’, or ‘not at all coherent’ at overall Plan level, how would you rate it? Why?

Effectiveness

- 38) Effectiveness refers to the extent to which the actions under the Plan have led towards progress on objectives, and achievement of outcomes. It considers what factors have strengthened achievements, and what factors have undermined them. As a general question, how effective has Plan implementation been to date?
- [Int: after the general discussion ask the following] The Plan had varied components that aimed at specific problems and included specific sets of actions. For each of these, please consider: 1) how effective implementation has been in delivering these services; and 2) how well the Plan has performed against its intended achievements.
- 38a) [Ask 1 in 5 interviewees as appropriate] Coordination and cooperation across various agencies involved in VAC.
- 38b) [Ask 1 in 5 interviewees as appropriate] Linkages between violence against children and violence against women programming.
- 38c) [Ask 1 in 5 interviewees as appropriate] Media and other communications outreach to increase awareness about violence against children.
- 38d) [Ask 1 in 5 interviewees as appropriate] School-based programming.
- 38e) [Ask 1 in 5 interviewees as appropriate] Children in contact with the health care system.

- 38f) [Ask 1 in 5 interviewees as appropriate] Programming reaching parents/caregivers, families and children.
- 38g) [Ask 1 in 5 interviewees as appropriate] Reporting of VAC to different duty-bearers, both formal and informal, and extent to which these are effectively 'child-friendly'.
- 38h) [Ask 1 in 5 interviewees as appropriate] Interventions dealing with specific populations, including children in contact with the law, children living in institutions, working children, children working on and/or living in the street, disabled children, children suffering from emotional trauma, etc.
- 38j) [Ask 1 in 5 interviewees as appropriate] Laws and law reform, regulations and regulatory reform for improved child protection.
- 38k) [Ask 1 in 5 interviewees as appropriate] Specific legal reform around child neglect, violence, abuse.
- 38l) [Ask 1 in 5 interviewees as appropriate] Policy and strategy reform and development.
- 38m) [Ask 1 in 5 interviewees as appropriate] Online child sexual exploitation and abuse.
- 39) [Ask 1 in 3 interviewees as appropriate] Effectiveness is strengthened or weakened by the context factors in Cambodia. Please describe what you think these context factors are, and which have strengthened Plan implementation, and which have weakened Plan implementation?
- 40) [Ask 1 in 3 interviewees as appropriate] How has Plan effectiveness been strengthened by the quality of its design?
- 41) [Ask 1 in 3 interviewees as appropriate] How has Plan effectiveness been undermined by its design?
- 42) [Ask 1 in 3 interviewees as appropriate] How has Plan effectiveness been strengthened by how it has been implemented? How has adaptation of Plan implemented strengthened this?
- 43) [Ask 1 in 3 interviewees as appropriate] How has Plan effectiveness been undermined by how the Plan has been implemented? In what ways were opportunities not taken advantage of?
- 44) [Ask 1 in 3 interviewees as appropriate] How has Plan effectiveness varied across location, across protecting and responding to the needs of boys and girls, across poverty and vulnerability, etc.?
- 45) [Ask 1 in 3 interviewees as appropriate] If you had to 'rank' Plan 'effectiveness' on a scale of 'very effective', 'somewhat effective', 'not very effective', or 'not at all effective' at overall Plan level, how would you rate it? Why?

Efficiency

[Int: Operational efficiency questions are directed specifically to those involved in implementation. Cost effectiveness is directed to those involved at strategic levels] [Int: for those who are direct implementers of the 8 focal projects, skip this section]

- 46) [Operational efficiency] Please consider how efficient Plan implementation has been in terms of how funds were spent, how quickly funds were spent, how well officers performed in delivery, how efficient systems of implementation were overall, and other aspects of efficiency you'd like to discuss. Please describe. [Int: at overall Plan level, secure any budget summaries from the Ministry showing expenditures across Action Plan areas. If not available, indicate this]

- 47) [Ask 1 in 5 interviewees as appropriate] [Operational efficiency] Please consider efficiency at the following levels:
- 47a) From overall Plan co-ordination level to programmes and projects falling under the Plan.
 - 47b) Within those organisations (state and non-state) involved in implementation.
 - 47c) Between national, provincial, and commune authorities and actions.
- 48) [Ask 1 in 5 interviewees as appropriate] [Operational efficiency] How could the operational efficiency of the Plan have been improved in terms of nuancing implementation in a manner best able to meet the varied needs of boys and girls, locations, vulnerable groups, those living in poverty, etc.?
- 49) [Ask 1 in 5 interviewees as appropriate] [Cost-effectiveness] Where were resources invested where the return was poor? What alternatives would have been better?
- 50) [Ask 1 in 5 interviewees as appropriate] [Cost-effectiveness] Where did resource re-allocation take place that was aimed at improving efficiency? Did it work?
- 51) [Ask 1 in 5 interviewees as appropriate] [Cost-effectiveness] Where could the 'return on investment' of resources have been improved, and how?
- 52) [Ask 1 in 5 interviewees as appropriate] [Cost-effectiveness] How could the cost effectiveness of the Plan have been improved in terms of nuancing implementation in a manner best able to meet the varied needs of boys and girls, locations, vulnerable groups, those living in poverty, etc.?
- 53) If you had to 'rank' Plan 'operational efficiency' on a scale of 'very efficient', 'somewhat efficient', 'not very efficient', or 'not at all efficient' at overall Plan level, how would you rate it? Why?

Impact

Impact refers to intended changes coming from implementation of the Plan, as well as changes that were not intended. These can be positive or negative. This refers to impacts on the institutions who are working in the field of violence against children, as well as the impacts on children and families themselves.

We should note that 'impact' can be quite ambitious – often real impacts on something as deep and complex as violence against children take years to manifest. So what we are looking at here are two things: 1) trends that would suggest that the size and severity of the problem of violence against children may be starting to improve; and 2) that there are examples of 'early wins' in some of the projects in the plan, or at plan level overall.

- 54) Given what I've just noted, please consider whether you feel that there are early signs of 'impacts' out there? Please describe.
- 54a) [Ask 1 in 5 interviewees as appropriate] How do these vary across institutions, ministries, levels of government?
 - 54b) [Ask 1 in 5 interviewees as appropriate] How do these vary across boys and girls, location, vulnerability, etc.?
- 55) What about 'impacts' associated with specific programmes and projects, or sub-components of the Plan? Please describe.
- 55a) [Ask 1 in 5 interviewees as appropriate] How do these vary across institutions, ministries, levels of government?
 - 55b) [Ask 1 in 5 interviewees as appropriate] How do these vary across boys and girls, location, vulnerability, etc.?

- 56) Of these, what evidence has been collected, and how convincing is it?
- 56a) [Ask 1 in 5 interviewees as appropriate] Where are the key evidence gaps?
- 57) [Ask 1 in 3 interviewees as appropriate] What needs to change in the Plan to improve institutional impacts?
- 58) [Ask 1 in 3 interviewees as appropriate] What needs to change in the Plan to improve impacts on violence against children?
- 59) Consider the ‘bottlenecks’ undermining the impact of violence against children programming. What are these bottlenecks?
- 59a) [Ask 1 in 3 interviewees as appropriate] What should be done to overcoming these bottlenecks?
- 60) If you had to ‘rank’ Plan ‘impacts’ on a scale of ‘high impact’, ‘moderate impact’, ‘some impact’, or ‘no impact’ at overall Plan level, how would you rate it? Why?

Sustainability

Sustainability refers to the effects of the Plan lasting beyond direct actions under the Plan. It includes government ownership being strong at various levels, public commitment to ending the problem, and similar. With this in mind, please consider the following:

- 61) What is it about Plan content and approach that has best supported sustainability?
- 62) What is it about Plan implementation that has been supported sustainability?
- 63) [Ask 1 in 5 interviewees as appropriate] What are the main challenges to the sustainability of violence against children programming?
- 64) [Ask 1 in 5 interviewees as appropriate] Consider the ‘bottlenecks’ undermining the sustainability of violence against children programming. What are these bottlenecks?
- 64a) What should be done to overcoming these bottlenecks?
- 65) What would the 2022-2026 Plan of Action need to do to improve sustainability?
- 65a) [Ask 1 in 5 interviewees as appropriate] What would Government need to do in this regard to improve sustainability?
- 65b) [Ask 1 in 5 interviewees as appropriate] Where would international development partners best focus to support sustainability?
- 66) [For national level key informants that work with UNICEF] To what extent has UNICEF’s support enhanced sustainability?
- 67) [For national level key informants that work with UNICEF] To what extent has UNICEF’s support undermined sustainability?
- 67a) What does UNICEF need to do to improve this situation?

Zoom-In Projects

**[Only those involved in one or more of the eight focus projects,
OR in an oversight capacity at Plan level]**

[Int: This is directed ONLY to those who are operationally involved in one or more of the eight focus projects, and those who act in an oversight capacity at Plan level]

- 68) To set the context, please describe the project, and your involvement in the project.
- 69) The Plan has five strategic areas, as we discussed earlier. Given your involvement with the project, please assess the success *and* challenges of the project with regard to any one of the five you are most comfortable speaking about:
- 69a) Coordination and cooperation
 - 69b) Primary prevention
 - 69c) Multi-sectoral child protection response
 - 69d) Law and policy formulation
 - 69e) Monitoring and evaluation
- 70) Please consider what you think is the main success of the project. That is, where do you think that the project performed best? Why did it succeed in this regard?
- 71) Consider the coherence of this particular project within the context of the broader Plan. Was the project internally consistent in terms of the overall intent of the Plan? Please describe?
- 72) Effectiveness refers to the extent to which the actions under the Plan, including your project, have led towards progress on objectives, and achievement of outcomes. It considers what factors have strengthened achievements, and what factors have undermined them. As a general question, how effective has project implementation been to date?
- 73) Please consider how efficient project implementation has been in terms of how funds were spent, how efficiently funds were spent, how well officers performed in delivery, how efficient systems of implementation were overall, and other aspects of efficiency you'd like to discuss. Please describe.
- 74) How could the operational efficiency of the project have been improved in terms of nuancing implementation in a manner best able to meet the varied needs of boys and girls, locations, vulnerable groups, those living in poverty, etc.?
- 75) Where were resources invested where the return was poor? What alternatives would have been better?
- 76) Where could the 'return on investment' of resources have been improved, and how?
- 77) Earlier we discussed the impacts of the Plan itself. Here I'd like to discuss with you the specific impacts of your project, recognising as noted before that 'impact' can be quite ambitious – often real impacts on something as deep and complex as violence against children take years to manifest. So what we are looking at here are two things: 1) trends that would suggest that the size and severity of the problem of violence against children may be starting to improve; and 2) that there are examples of 'early wins' in some of the projects in the plan, or at plan level overall. Given what I've just noted, please consider whether you feel that there are early signs of 'impacts' out there? Please describe from the point of view of this project, rather than the Plan overall.

Closing Questions

- 78) [Ask 1 in 5 interviewees as appropriate] There is the especially sensitive issue of child sexual abuse. Is sexual violence against children a problem in this community? If so, how widespread is it?
- 78a) Do children have a way out in cases of sexual violence? That is, do they often have someone in the family they can speak with? What about a neighbour, a religious leader, a teacher, or someone else? What about the police?

- 79) [Ask 1 in 5 interviewees as appropriate] The 2017-2021 Action Plan includes child labour and child marriage. In some countries, these are dealt with separately from violence, but in Cambodia they are both included in the Action Plan. What are the good and problematic points in this regard? Should they remain under any future Action Plan, or be removed?
- 79a) Are there other policies that deal with child labour and/or child marriage? Would it make sense to shift these out of the Action Plan for the future in this regard?
- 79b) Are there other programmes that deal with child labour and/or children marriage? Would it make sense to shift these out of the Action Plan for the future in this regard?
- 80) [Ask 1 in 5 interviewees as appropriate] Have you heard about the INSPIRE programme? If so, please tell us a bit about it. Are you involved with it? How does it link to the VAC Action Plan in Cambodia, if at all? Has it been considered during implementation of the Plan?
- 81) [Ask 1 in 5 interviewees as appropriate] A Theory of Change was developed for the Plan of Action. Are you familiar with it? Please explain.
- 81a) [Int: if familiar] Have you and your team referred to the Theory of Change during implementation in any manner? If so, please explain.
- 81b) [Int: if familiar] Have you used the Theory of Change in any way to guide implementation? If so, please explain.
- 82) [Provincial authorities] Have you been involved in the development of a provincial child protection strategy for this province? If so, please describe both your involvement and the strategy. How is this linked to the national VAC Action Plan?
- 83) Do you have any closing comments?

Thank you for your responses. As noted above, your responses are confidential.

Commune Level Group/Individual Level Interview Instrument

Country-Led Evaluation of the Action Plan to Prevent and Respond to Violence Against Children 2017-2021 in Cambodia

Prepared by the Lattanzio KIBS Evaluation Team for
UNICEF Cambodia Country Office

	Information	Details
1	Level	____ - 1 individual ____ - 2 group
2	If individual	____ - 1 male ____ - 2 female
3	If individual	Position in commune:
4	If group	Name of group:
5	If group	Nature of group, statutory body, sectoral focus:
6	If group	Ministry for oversight:
7	If group	# of participants: _____ female _____ male
8	Province	
9	District	
10	Oversight Agency	Is the interviewee/group with a body that is directly responsible for overseeing implementation of the Action Plan: ____ - 1 yes ____ - 2 no
11	Implementing Agency	Is the interviewee with a body that is directly responsible for implementing one of more projects/programmes under the Action Plan: ____ - 1 yes ____ - 2 no
12	Date and Time	Date: Start Time: End Time: Total Time:
13	Time	
14	Co-operation	____ - 1 high ____ - 2 medium ____ - 3 low
15	Interviewer Name	
16	Person and Date Compiled	
17	Person and Date Processed into merged report for onward submission for analysis	

My name is _____, and I'm part of a team with the evaluation agency, Lattanzio, contracted to conduct an evaluation of the Action Plan to Prevent and Respond to Violence Against Children. This evaluation covers the Action Plan period from 2017, and will help Government and its partners strengthen their programming around violence against children. Further, it will help inform development of the 2022-2026 Violence Against Children Action Plan.

As part of the evaluation, we are speaking with those who have been involved with Action Plan implementation, those who have experience and information around the issue of violence against children in Cambodia, and those who are more broadly involved in social protection and child protection in Cambodia. We are interested in hearing your experience in this area, your direct experience with the Action Plan and projects/programmes that all under the Action Plan (if any), and also seeking your advice about how violence against children programming can be strengthened.

We'll be asking you rather broad-based questions, questions about specific issues, and also presenting you with statements and asking you the extent to which you agree or disagree with the statement, and why. Of course, if you feel that a question is not applicable to you, please just indicate so.

(The informed consent is explained and delivered in hard form to the respondent and asked for signature or verbal agreement)

May we proceed? ____ - 1 Yes ____ - 2 No

Introductory Questions

- 18) Please describe your office's/this body's involvement in the Action Plan. [Int: after the general discussion, follow up with a few specific questions]
- 19) Please describe how your office/this body were consulted during development of the Plan, if at all.
- 20) Please describe how your office/this body were consulted during implementation of the Plan.
- 21) There are project's falling under the overall Plan. [Int: show them the list which also includes a short description] Which of these have your office/this body been involved with, and how? [Int: get a sense of different levels of consultation and different levels of involvement]
- 22) What training has your office/this body had to be able to implement responsibilities? Who provided the training? How has this training been employed in aid of the Plan's implementation? What other training should be provided?
- 23) What about other means of strengthening, such as equipment, additional personnel, etc. What has been provided? How was this been employed in aid of the Plan's implementation? Are there gaps?

Evaluation of Efficacy of the Plan

- 24) 'Relevance' refers to the extent to which the Plan is relevant to the needs and rights of children in Cambodia. Consider the relevance of the Plan in this regard to children in this area. Was it the right thing to do for children? [Int: after the general discussion, ask the following]
- 25) In terms of prevention, the aim is to prevent violence from happening in the first place. Has Plan implementation been effective in preventing violence in this area? [Int: after the general discussion, ask the following]
 - 25a) [Ask every 5th group] Have the actions been culturally relevant and appropriate to encourage change?
 - 25b) [Ask every 5th group] Have the actions been respectful of local norms?
 - 25c) [Ask every 5th group] Have the actions been well targeted in terms of how to go about preventing violence?

- 25d) [Ask every 5th group] What has been most effective in changing things for the better, if anything?
- 26) In terms of response, the aim is to respond to violence against children so that it doesn't become a long-term problem for any one child, and to discourage violence against children overall. Has Plan implementation been effective in responding to violence in this area? [Int: after the general discussion, ask the following]
- 26a) [Ask every 5th group] Have the actions been culturally relevant and appropriate to encourage change?
- 26b) [Ask every 5th group] Have the actions been well targeted in terms of how to go about responding to violence? Were the right actors involved in the right way?
- 26c) [Ask every 5th group] Did the number of cases needing a response appear to have gone down?
- 26d) Of all cases of violence against children in this area, what proportion do you feel is now covered in the response? All of them, some of them, few of them? Why?
- i) Has this changed since Plan implementation began?
- 26e) What has been most effective in changing things for the better, if anything?
- 27) The Plan has different components. You mentioned earlier that _____ has been implemented in this area. How well have the component parts of the Plan worked together here? [Int: if multiple implementing actors, list out who is involved in what]
- 27a) [Ask every 5th group] Are the different components implemented in close consultation with each other?
- 27b) [Ask every 5th group] What role does your agency/this body play in coordination of the different activities? How difficult has this been to do? What has been accomplished?
- 27c) [Ask every 5th group] Overall, what have been the results, positive and negative, of this in your area?
- 28) For your agency/this group, please consider how efficient Plan implementation has been in terms of how funds were spent, how quickly funds were spent, how well officers performed in delivery, how efficient systems of implementation were overall, and other aspects of efficiency you'd like to discuss. Please describe.
- 29) Where were resources invested where the return was poor? What alternatives would have been better?
- 30) Impact refers to intended changes coming from implementation of the Plan, as well as changes that were not intended. These can be positive or negative. This refers to impacts on the institutions who are working in the field of violence against children, as well as the impacts on children and families themselves.
- We should note that 'impact' can be quite ambitious – often real impacts on something as deep and complex as violence against children take years to manifest. So what we are looking at here are two things: 1) trends that would suggest that the size and severity of the problem of violence against children may be starting to improve; and 2) that there are examples of 'early wins' in some of the projects in the plan, or at plan level overall.
- 31) Given what I've just noted, please consider whether you feel that there are early signs of 'impacts' out there? Please describe.
- 32) What about 'impacts' associated with specific programmes and projects, or sub-components of the Plan implemented in this area?

- 33) The Plan is quite clear about needing to ensure that Plan activities recognise, and respond to, different risk factors and different consequences of violence on varied persons and groups. Please consider the following, based on your experience with Plan implementation in this area.
- 33a) [Ask every 5th group] How effective has the Plan been in nuancing to meet the needs of boys versus girls?
- 33b) [Ask every 5th group] How effective has the Plan been in terms of adequately targeting those most vulnerable to violence, and/or most severely impacted by violence?
- 33c) [Ask every 5th group] How effective has the Plan been in terms of adequately targeting those most affected by poverty?

Preparing the 2022-2026 Plan of Action

Government intends to begin work soon on a 2022-2026 Plan of Action for Violence Against Children. With this in mind, we would like to hear your opinions about what should go into this Plan. Please consider the following.

- 34) Based on how implementation has gone for the 2017-2021 Plan, what are the most important lessons learned that would inform the development of the 2022-2026 Plan?
- 35) What are the most important things to do for 2022-2026 that would: 1) build on what worked in the current plan; and 2) fix what didn't work and fill gaps? [Int: following the main discussion, raise the following]
- 35a) [Ask every 5th group] Institutional support at commune level.
- 35b) [Ask every 5th group] Who should be involved and how at commune level.
- 35c) [Ask every 5th group] How to involve educators, health workers, social workers and others.
- 35d) [Ask every 5th group] How to involve parents and other caregivers.
- 35e) [Ask every 5th group] How to involve children.

Closing Question

- 36) Do you have any closing comments?
Thank you for your responses. As noted above, your responses are confidential.

Local Level (Parents/Local Leaders)

Focus Group Discussion Instrument

Country-Led Evaluation of the Action Plan to Prevent and Respond to Violence Against Children 2017-2021 in Cambodia

Prepared by the Lattanzio KIBS Evaluation Team for
UNICEF Cambodia Country Office

1	FGD Facilitator	
2	Type	____ - 1 parents/caregivers ____ - 2 local opinion leaders
3	# of participants (parents)	_____ males OR _____ females
4	# of participants (opinion leaders)	_____ males _____ females
5	Commune	
6	District	
7	Province	
8	Date and Time	Date: Start Time: End Time: Total Time:
9	Co-operation	____ - 1 high ____ - 2 medium ____ - 3 low
10	Recording ID	ID #: _____

My name is _____, and I'm part of a team with the evaluation agency, Lattanzio, contracted to conduct an evaluation of the Action Plan to Prevent and Respond to Violence Against Children. This evaluation covers the Action Plan period from 2017, and will help Government and its partners strengthen their programming around violence against children. Further, it will help inform development of the 2022-2026 Violence Against Children Action Plan.

As part of the evaluation, we are speaking with parents and other caregivers who take care of children aged 0-17, as well as a range of local leaders and influential people.

[For parents] The questions we are asking are *not* specific to you as a parent, or to your household. Rather, the questions are about your local area, and the local society that you are part of.

[For local leaders] The questions we are asking are about your local area, the local society where you live and work.

(The informed consent presented is explained and delivered in hard form to the respondent and asked for signature or verbal agreement)

May we proceed? ____ - 1 Yes ____ - 2 No

Introduction

- 11) [For parents/caregivers] Please tell us a bit about yourselves. Are you married and, if so, how long? How old are you? Tell us a bit about your schooling? Where have you lived and when? Anything else you want to tell us before we move on?
- 12) [For local opinion leaders] Please tell us a bit about yourselves. What positions do you hold here? [Int: If informal leader, indicate informal position] What else do you want to tell us about yourselves?

Some of these questions can be considered sensitive. As a reminder, if you feel that you do not want to participate in discussing a particular question, you do not have to. Remember as well that we are *not* speaking about your particular situation when discussing these questions, rather we are seeking your insights and opinions about what is happening in this community, and more widely.

Violence

- 13) What types of violence are common in this area? [Int: this is a general question, so discussions can include any types of violence]
 - 13a) Please tell us what you think violence against children is. [Int: get descriptions of the types of violence they feel this includes, who is involved in violence against children as perpetrators, etc.]
- 14) [Ask every 3rd group] In this community and in your culture, what types of physical discipline are acceptable in this area, and are not considered to be violence?
- 15) [Ask every 3rd group] Boys and girls are often at different risks of violence, and are affected differently. How does this work here?
- 16) [Ask every 3rd group] Sometimes children are more at risk of violence compared to other children. Is that the case here? Please describe. [Int: if not raised, ask about physically disabled children, and emotionally disabled children]
- 17) [Ask every 3rd group] What about minority ethnic groups, poorer households, working children, migrant children, children not living in a home environment, etc?

Responding to Violence

- 18) [Ask every 3rd group] At what point does physical violence against a child warrant intervention by family members or close friends outside the household? [Int: following the discussion, ask them to describe what often happens in these cases, and who is likely to be involved.]
- 19) [Ask every 3rd group] What about emotional violence, that is, where a child is living in fear. At what point if any does this warrant intervention by family members or close friends outside the household? [Int: following the discussion, ask them to describe what often happens in these cases, and who is likely to be involved.]
- 20) [Ask every 3rd group] At what point does violence against a child result in reporting to official authorities, if at all? [Int: get information on who is involved on reporting to these authorities and which authorities. Discuss role of educators health workers in this regard as well.]
- 20a) What about ‘unofficial’ authorities, but still influential people in the community, such as local leaders, religious leaders, influential people in the community, and similar?

2017-2021 Violence Against Children Action Plan
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- 21) Have you ever heard of any projects or plans that focus on dealing with the problem of violence against children in Cambodia? If so, please describe.
- 22) [If opinion leaders] What interventions have you been involved with, whether directly involved in implementation or supporting actions in this area?
- 23) What types of initiatives are you aware of that are in this area, if any? Please describe. [Int: get information on the type of intervention, who is involved, where the focus is such as schools or homes, etc.]
- 23a) [If opinion leaders] Are any of these related to the Action Plan?
- 24) Have community members such as yourself been involved? If so, please describe what you know about how community members have been involved.
- 25) What results have you seen in your area due to these activities, if any?
- 26) [Ask every 3rd group] Have community attitudes about children being physically being disciplined changed due to these activities? If so, please tell us what and how. If not, what has undermined this type of change?
- 27) [Ask every 3rd group] Has the intervention made any difference in terms of children, parents, health workers, educators or others in this community reporting violence against children? [Int: If yes, ask them whether in what respects it has become easier to report, and in what respects it has become more difficult to report]
- 28) [Ask every 3rd group] Has the intervention helped raise awareness about where one can go for services or protection, aside from the police? If so, what do you think is now better known by parents, teachers and others in this regard? [Int: this includes information on *informal* places of safety, such as pagodas or friends or similar, as well as formal places, like a shelter, a health worker, etc.]
- 29) What could have been done better in terms of implementing the intervention?

Improving Violence Against Children Programming
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Considering our discussions about violence against children and any local programming, we would like you to describe ways in which the community can best response to violence against children. Here again, we are **not** asking for personal experiences, we are rather asking for a more general consideration of what could be done at community level, who can support this effort, and how Government and civil society could be engaged.

- 30) What would a good intervention aimed at preventing and reducing violence against children look like?
- 30a) [Ask every 3rd group] What would it target?
- 30b) [Ask every 3rd group] How would it be implemented?
- 30c) [Ask every 3rd group] Who would be involved?
- 30d) [Ask every 3rd group] How would a good intervention deal with differences across boys and girls? What about the other children we spoke about above, including children from poorer households, migrant children, etc.
- 30e) [Ask every 3rd group] What about protecting children from online abuse?
- 31) [Ask every 3rd group] How can community groups be involved in designing a new or improved interventions? Groups such as pagoda-linked clubs, community groups that do fundraising to help the community, etc.
- 32) [Ask every 3rd group] What roles would need to best be played by educators, health workers, social workers, religious leaders, and similar?

Closing Question

- 33) Do you have any closing comments?

Thank you for your responses. As noted above, your responses are confidential

Focus Group Discussion Instrument Individual Level Interview Instrument⁴

Country-Led Evaluation of the Action Plan to Prevent and Respond to Violence Against Children 2017-2021 in Cambodia

Prepared by the Lattanzio KIBS Evaluation Team for
UNICEF Cambodia Country Office

1	FGD Facilitator	
2	Gender [same sex groups only]	____ - 1 male ____ - 2 female
3	Group	____ - 1 in school ____ - 2 out of school ____ - 3 working children ____ - 4 disabled children ____ - 5 other (specify): _____
4	Ages	
5	# of participants	_____ males OR _____ females
6	Location	____ - 1 urban ____ - 2 rural
7	Commune	
8	District	
9	Province	
10	Date and Time	Date: Start Time: End Time: Total Time:
11	Co-operation	____ - 1 high ____ - 2 medium ____ - 3 low
12	Recording ID	ID #: _____

⁴ Vulnerable children included in one-to-one interviews, as per page 37.

My name is _____, and I'm part of a team with the evaluation agency, Lattanzio, contracted to conduct an evaluation of the Action Plan to Prevent and Respond to Violence Against Children. This evaluation covers the Action Plan period from 2017, and will help Government and its partners strengthen their programming around violence against children. Further, it will help inform development of the 2022-2026 Violence Against Children Action Plan.

As part of the evaluation, we are speaking with children in various parts of the country. The questions here are **not** about your and lives, but rather about children in general in this area.

May we proceed? ____ - 1 Yes ____ - 2 No

Introduction

Some of the questions that follow can be considered sensitive. As a reminder, if you feel that you do not want to participate in discussing a particular question, you do not have to. Remember as well that we are **not** speaking about your particular situation when discussing these questions, rather we are seeking your insights and opinions about what is happening in this community, and more widely.

- 13) Please tell us a bit about yourselves. How old are you? Tell us a bit about your schooling? Have you lived here all your lives? Do you work somewhere, even if it's for a family business? When did you start working?

Violence

- 14) In this community and in your culture, what types of physical discipline are acceptable, and are not considered to be violence?
- 15) Please tell us what you think violence against children is. [Int: get descriptions of the types of violence they feel this includes, who is involved in violence against children as perpetrators, etc.]
- 16) [Ask every 3rd group] Not all children are at equal risk of violence. Which children are more at risk than others? [Int: include discussion of boys versus girls]

Implications of Violence

- 17) When a child is subject to violence, how do you think they feel? What do you think it does to them? How about boys versus girls, is it different, is it harder for some than others? Do some children react more severely to violence than others?
- 18) Do you think that most of the children who face violence at home report this to someone so that it will stop? If so, what do you think they do? Is it effective, or does it make things worse? [Int: probe by type of violence, and how children handle this within the family]
- 19) [Ask every 3rd group] What about child marriage, is this a problem here?

Child Labour

- 20) [Ask every 3rd group] Tell us a bit about children who work in this area. Who are they, what do they do, what kind of work do they do? Why are they working?

Responding to Violence

- 21) Thinking about what we've just discussed, what has been done? What should be done?
- 22) [Ask every 3rd group] Most violence against children is not reported. Why? Can that be changed?

Closing Question

23) Do you have any closing comments?

Thank you for your responses. As noted above, your responses are confidential.

Annex J: List of Sites Visited

Phnom Penh Province	- Khan Daun Penh
Kandal Province	- Sangkat Takhmao, Krong Takhmao
Preah Sihanouk Province	- Krong Preah Sihanouk,
Battambang Province	- Sangkat Omal, Krong Battambang, - Ek Phnom district, - Thmor Kol district
Siem Reap Province	- Svay Chek commune, Angkor Thom district, - Svay Leu commune, Krong Siem Reap - Rolous commune, Prasat Bakong district
Ratanakiri Province	- Krong Banlung, - O'Chum commune, O'Chum district, - Labang II commune, Lum Pat district

Annex K: List of Interviewees

	Name	F/M	Organization and Position	Data collection Method
1.	Lucia Soleti	F	UNICEF Cambodia Child protection section	KII
2.	Miho Yoshikawa	F	UNICEF Cambodia Child protection section	KII
3.	Vanna Lim	F	UNICEF Cambodia Child protection section	KII
4.	Kanha Chan	F	UNICEF Cambodia Child protection section	KII
5.	Salla Auren	F	UNICEF Cambodia Education Section	KII
6.	Channra Chum	M	UNICEF Cambodia Education Section	KII
7.	Savy Bou	F	UNICEF Cambodia Communication for Development UNICEF Cambodia	KII
8.	Hedy Ip	F	UNICEF Cambodia Health	KII
9.	Erna Ribar	F	UNICEF Cambodia Policy and Public Finance for Children Sections	KII
10.	Khun Sophea	F	UN Women	KII
11.	Aing Sokroeun	F	UNFPA	KII
12.	Caitlyn McElroy	F	USAID	KII
13.	Her Exc. Khiev Bory	F	Permanent Vice-Chair of AP Steering committee (MoSVY)	KII
14.	Her Exc. Tes Chan Saroeun	F	Vice Chair of AP Steering committee (MoWA)	KII
15.	Her Exc. Prum Chantha	F	Vice Chair of AP Steering committee (Mol)	KII
16.	Her Exc. Soeur Socheata	F	Vice Chair of AP Steering committee (MoEYS)	KII
17.	His Exc. Sek Bunna	M	Vice Chair of AP Steering committee (MoH)	KII
18.	Her Exc. Chan Haran Vaddey	F	Chair of TWG1 (MoSVY)	KII
19.	Her Exc. Nong Rotha	F	Vice Chair of TWG1 (Molnfo.)	KII
20.	His Exc. Ke Sam Oeun	M	Vice Chair of TWG1 (MoCR)	KII
21.	Her Exc. Tep Roda	F	Vice Chair of TWG1 (MoPTC)	KII
22.	His Exc. So Chanthy	M	Chair of TWG2 (MoJ)	KII
23.	Her Exc. Prom Chantha	F	Vice Chair of TWG2 (Mol)	KII
24.	Toch Channy	M	Vice Chair of TWG2 (MoSVY)	KII
25.	Her Exc. Tes Chan Saroeun	F	Chair of TWG3 (MoWA)	KII
26.	Her Exc. Soeur Socheata	F	Vice Chair of TWG3 (MoEYS)	KII
27.	Her Exc. Nhep Sopheap	F	Vice Chair of TWG3 (CNCC)	KII
28.	Her Exc. Hang Lina	F	Vice Chair of TWG3 (NIS)	KII
29.	His Exc. Toch Channy	M	Director General for Technical Affairs (MoSVY)	KII
30.	Mr. Phi No	M	Director of Child Welfare Dept (MoSVY)	KII
31.	His Exc. Din Borey	M	Director of Youth Rehabilitation Dept (MoSVY)	KII
32.	Mr. Chhuor Sokpanha	M	Director of Social Welfare Dept (MoSVY)	KII
33.	Her Exc. Nhean Sochetra	F	Director General for Social Development (MoWA)	KII
34.	Ms. Sar Sineth	F	Focal point on child marriage (MoWA)	KII
35.	Mr. Te Daline	M	Focal point on positive parenting (MoWA)	KII
36.	Mr. Chan Sophea	M	Director of Primary Ed Dept (MoEYS)	KII
37.	Mr. Sun Bunna	M	Director of Curriculum Devl Dept	KII

	Name	F/M	Organization and Position	Data collection Method
			(MoEYS)	
38.	Mr. Pring Morkoath	M	Director of Secondary Ed Dept (MoEYS)	KII
39.	Ms. Chhay Khim Sotheavy	F	Director of School Health Dept (MoEYS)	KII
40.	His Exc. Seng Somony	M	Secretary of State (MoCR)	KII
41.	Dr. Lam Phirun	M	National Maternal and Child Health Centre (MoH)	KII
42.	Ms. Nong Ratha	F	Deputy Director General (MoInf)	KII
43.	His Exc. Chiv Phally	M	Director of Anti-Trafficking Dept (MoI)	KII
44.	Mr. Pov Vibol	M	Director Court Administrative Affairs (MoJ)	KII
45.	Mr. They Kheam	M	Director of Demographic Statistics Census and Survey Department (MoP/NIS)	KII
46.	His Exc. Veng Heang	M	Secretary General, General Secretariat of the National Committee on Child Labour (MoLVT)	KII
47.	Her Exc. Sambath Sokunthea	F	Deputy Secretary General, General Secretariat Cambodia National Council for Children	KII
48.	Nop Rithear	M	Chief of Child Protection and Monitoring Unit Cambodia National Council for Children	KII
49.	Samleang Seila	M	Executive Director Action Pour Les Enfants	KII
50.	Keir Drinnan	F	Operations Director Cambodian Children's Trust	KII
51.	Sean Sok Phay	M	Executive Director Child Helpline Cambodia	KII
52.	Mr. Son Penh	M	Executive Director Child Rights Coalition Cambodia (CRC-Cambodia)	KII
53.	Kirsty Milev	F	3PC Technical Coordinator Friends International	KII
54.	Chen Dechorith	M	Most relevant staff Friends International	KII
55.	Mr. Chhay Vivodin	M	Executive Director (ICS-SP)	KII
56.	Mr. Chhim Phanna	M	Child Protection Specialist Plan International	KII
57.	Mr. Man Phally	M	Child Protection and Child Rights Governance Program Manager Save the Children Cambodia	KII
58.	Ms. Zoe de Melo	F	Project Manager Terre des Hommes	KII
59.	Mr. Veasna Chhay	F	Technical Programme Lead for Child Protection and Participation (Veasna Chhay) World Vision International	KII
60.	Ms. Chea Lyda	F	Senior Campaign Manager for Ending Violence against Children World Vision International	KII
61.	Run Saray	M	Ex Director Legal Aid Cambodia	KII
62.	Ms. Ellen Minotti	F	Director Social Services of Cambodia	KII
63.	Mr. Im Chetra	M	Executive Director Mlup Russey	KII

Children interviewed:

22 children interviewed individually, including 13 girls
2 focus group discussions for a total of 9 young persons, including 5 young women
6 focus group discussion for a total of 31 children, including 19 females
Total of children 62, including 37 girls

Focus groups with adults:

17 focus group discussions for a total of 88 individuals, including 49 women
7 focus groups with Provincial and Commune Committees for Women Children (CCWC) for a total of 37 people, including 29 women
6 focus groups with Service Providers (Social workers, village volunteers, village chief, Pagoda leader) for a total of 31 people, including 9 people
4 focus groups with Parents/caregivers for a total of 20 people, including 11 women

Dissegregation by geographical location

Region	Method	Children	Adults
Phnom Penh	2 FGD	8, including 5 girls	-
	4 KII	4 vulnerable, including 2 girls	-
sub-total		12	0
Kandal	3 FGD	-	14, including 7 women
	3 KII	2 vulnerable, including 1 girl	1
sub-total		2	15
Preah Sihanouk	2 FGD	-	9, including 4 women
	4 KII	4 vulnerable, including 3 girls	-
sub-total		4	9
Battambang	7 FGD	7, including 5 girls	28, including 18 women
	6 KII	6 vulnerable, including 4 girls	-
sub-total		13	28
Siem Reap	4 FGD	13, including 6 girls	8, including 6 women
	4 KII	3 vulnerable, including 2 girls	1
sub-total		16	9
Ratanakiriri	7 FGD	12, including 8 girls	27, including 14 women
	3 KII	3 vulnerable, including 1 girls	-
sub-total		15	27
TOTAL		62	88
		Total girls: 37	Total women: 49
		Total vulnerable children: 22	-

Annex L: Ethics Review Approval and Further Consideration on Ethical Principles

In accordance with the UNICEF relevant guidance on ethical standards and in accordance with the UNEG Ethical Guidelines for Evaluation, the evaluation team ensured:

- **Confidentiality:** The evaluators respected people's right to provide information in confidence and make participants aware of the scope and limits of confidentiality through the informed consent form, as supervised by the IRB. We have ensured that sensitive information cannot be traced to its source so that the relevant individuals are protected from reprisals.
- **Avoidance of Harm:** The evaluators minimized risks for those participating in the evaluation, and maximized the benefits, without compromising the integrity of the evaluation.
- Particular attention has been granted to the **data collection involving children** in order to assure that: a) children were not harmed as a consequence of their participation in the evaluation; b) children were safe c) child-friendly venues were chosen; d) privacy and confidentiality were respected. The interviews with children were conducted by well-trained evaluators, experts in dealing with children, in safe environments selected in agreement with the AP's focal points and the CSOs working with the vulnerable children interviewed.

Moreover, the evaluation team abided to the following principles:

- **Independence, impartiality and absence of conflict of interest:** the evaluation team members have been chosen for their ability to exercise independent, impartial and unbiased judgment. The absence of conflict of interest has been duly checked in relation to the design and implementation of the Cambodian VAC AP and related programmes and activities;
- **Integrity and transparency:** the evaluation team members have been chosen because of their capacity to clearly communicate to different stakeholders the purpose of the evaluation, the criteria applied and the intended use of findings, as well as for their personal integrity and capacity to respect the stakeholders' right to provide information in confidence in line with the ethical procedures set during the inception phase;
- **Respect for dignity and diversity, fair representation:** the evaluation team members clearly communicated to different stakeholders the purpose of the evaluation, the criteria applied and the intended use of findings. Within the evaluation, vulnerable groups were involved and their rights to protection and safety fully respected following the procedures agreed with the IRB during the inception phase.
- **Reporting and acknowledgement:** the evaluation team was engaged to report any ethical issues that might have been encountered during the evaluation exercise. Ethical issues were not encountered by the evaluators during the exercise.

We present below the Ethics Review Approval by the Ethics Review Board.

Research Ethics Approval

17 November 2020

Dr. David S. Cownie, Team leader
LATTANZIO KIBS
Via Aurelia 547
00165 Roma ITALIA

RE: Ethics Review Board findings for: *Country-led Evaluation of the Action Plan to Prevent and Respond to Violence Against Children 2017-2021 in Cambodia* (HML IRB Review #307ECAM20)

Dear Dr. Cownie,

Protocols for the protection of human subjects in the above study were assessed through a research ethics review by HML Institutional Review Board (IRB) on 06 – 17 November 2020. This study's human subjects' protection protocols, as stated in the materials submitted, received **ethics review approval**.

You and your project staff remain responsible for ensuring compliance with HML IRB's determinations. Those responsibilities include, but are not limited to:

- ensuring prompt reporting to HML IRB of proposed changes in this study's design, risks, consent, or other human protection protocols and providing copies of any revised materials;
- conducting the research activity in accordance with the terms of the IRB approval until any proposed changes have been reviewed and approved by the IRB, except when necessary to mitigate hazards to subjects;
- promptly reporting any unanticipated problems involving risks to subjects or others in the course of this study;
- notifying HML IRB when your study is completed.

HML IRB is authorized by the U.S. Department of Health and Human Services, Office of Human Research Protections (IRB #1211, IORG #850), and has DHHS Federal-Wide Assurance approval (FWA #1102).

Sincerely,



D. Michael Anderson, Ph.D., MPH
Chair & Human Subjects Protections Director, HML IRB

cc: Ambra Cozzi, Elena Buonomini, Penelope Lantz, JD

HML Institutional Review Board
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Annex M: Considerations on Effectiveness

This annex is linked with the Effectiveness section of the main report, and specifically covers the utility of information informing the 16 Action Plan outcomes and outcomes against the five Strategic Areas. It also includes a discussion of threats to effectiveness.

Rating the Utility of Information in Informing Outcomes

It includes an explanation of these ratings.

The table includes a final column that has two elements:

1. A rating of the availability of useful information
2. A judgment on progress towards the outcome

For the *rating of the utility of the information* in terms of informing at outcome level, a four-point scale is used, as shown below:

3 - offers complete/mostly complete evidence to assess outcome

2 - offers partial evidence to assess outcome

1 - offers little evidence to assess outcome

0 - offers no evidence to assess outcome

While ratings of availability of useful information is provided for all sixteen outcomes, the judgment on progress is only offered where sufficient information is available, meaning a rating of (3) or (2). Those with ratings (1) or (0) are marked as 'not available'.

The judgment on progress is descriptive and has been used to feed into conclusions and recommendations. It should be noted that the outcomes are not always worded the same in different parts of the Action Plan. Here the terminology used in the Results Framework is employed.

Table 1: Outcome Status

Outcome	Status	Rating and Conclusions on Progress
1. Increased coordination and cooperation on efforts to reduce violence against children at all levels, including government ministries, institutions, development partners, service providers, communities and civil society	<p>2019 Progress Report refers to structures established at national level. Refers to Cambodian National Council for Children (CNCC) UNICEF-financed assessment of national and sub-national child protection coordination mechanisms. Refers to consultative workshops on how to proceed with strengthening systems.</p> <p>Key Informant Interviews (KIIs) discussed how commune level, district level and provincial level coordination works. National Key Informants also reference mixed but largely positive functioning of TWGs and Steering Committee. Also point out dysfunctions in system, poor resourcing, lack of skills and non-prioritisation of child welfare issues.</p> <p>The general Secretariat of the CNCC in 2019 produced a baseline study on child protection mechanisms at national and sub-national level in order to effectively analyse and strengthen the child protection coordination mechanisms. The study includes the national structures coordinated by the CNCC, descending down to the sub-national child protection coordination mechanisms, with the establishment of the Provincial Women and Children's Consultative Committees (PWCC) and the Commune Committee for Women and Children (CCWC). In the findings section the baseline study identifies the shortcomings in the functioning of these structures and suggest possible way forward for their strengthening.</p> <p>A sector plan for child protection is being developed in consultation with government and NGO partners in from early 2020. At the same time, the process for developing provincial plans has begun. Five provincial plans are in the final stages of endorsement, while five more are in process.</p> <p>The National Policy on Child Protection System 2019-2029 has been issued to strengthen coordination and cooperation in the field of promoting child rights.</p> <p>Interviews with development partners, along with programme reports, reference how the Action Plan provided a framework to secure financing support</p>	<p>2 - partial</p> <p>Sufficient evidence to suggest that considerable work has been done, some progress has been made in operationalizing, and that efforts should continue as planned</p>

Outcome	Status	Rating and Conclusions on Progress
<p>2. Increased media promotion of gender-equitable, non-violent social norms, images and messages</p>	<p>2019 Progress Report describes activities being set up, as much of this took place in late 2019 and early 2020. Report included discussion of online abuse, child labour, training for those engaged in community outreach, and similar. In the 2019 Report there is limited information on social media hits. No results reporting.</p> <p>Cambodia PROTECT documentation offers solid foundation for media strategy. In particular, the programme has period media monitoring reports for mass media and ICT components including social media. According to preliminary reports, the media campaign reached a total of 915,700 people as of July 2020.</p> <p>KIIs discussing the programme suggest good reach, but beyond programme reports on reach evidence of results not clear.</p> <p>KIIs at sub-national level were asked about access to information on VAC, connected groups such as youth activists report exposure, as do some educators. Parents and children rarely noted any awareness of VAC media content.</p> <p>Reach and results monitoring data at AP's level not available beyond project reporting.</p>	<p>2 - partial</p> <p>Responses from KIIs suggests that the solid start for Cambodia PROTECT will continue, and that evidence will be delivered on what is going on in the media.</p> <p>Beyond activists, awareness of national or local campaigns on awareness is limited.</p>
<p>3. Girls and boys are increasingly protected from violence in schools by institutional and legislative frameworks</p>	<p>2019 report refers to the policy on child-friendly schools and the associated action plan. Includes classroom management, content training on VAC, and support from school oversight agencies (e.g., District Inspection and Training Team). Also refers to the Cambodian National Council for Children and peer education. No reference to legislation.</p> <p>KIIs reflect positive results from school-based reach with positive discipline programming. While reporting concentrates on what has worked, KIIs confirm positive findings, including among children at schools reached by the programme.</p> <p>The MOSVY is in the process of issuing an Operational Manual on Child Protection in Schools in order to promote the implementation of the Policy on Child Protection at School. The education law and teacher's code of conduct both ban corporal punishment in schools.</p> <p>Concerns raised less about the efficacy of the programming and more about the costs of expanding the positive discipline programme further. Some innovations already underway to reduce delivery costs, but the efficacy not yet established.</p>	<p>3 - complete/mostly complete</p> <p>School-based programming well received and regularly assessed. Less information on peer education systems or efficacy.</p>
<p>4. Service providers will have increased capacity to support parents and caregivers in developing positive parenting knowledge and skills to help build safe, gender-equitable and non-violent families and environments</p>	<p>2019 Progress Report provided considerable detail on delivery of services, but no information on the results of delivery.</p> <p>Interviews with parents described reach that helped them cope better with parenting, but described reversion back to norms because it was difficult to do things differently in communities where others behaved differently, and where what was seen as 'acceptable discipline' was rather said to be violence. Most people rejected violence that was 'severe' or 'unreasonable'. So, under positive parenting, what was allowed and what was not was not so clear. Regarding the Positive Parenting Programme, the implementing organisation ICS-SP has been conducting a KAP study aimed to determine current progress towards reaching the programme's intended results for children whose parents have participated in the programme. Findings of the study suggest that parents sought to protect children from abuse but they appear to have limited knowledge about the range of practices that count as child abuse.</p> <p>Commune level interviewees argued that violence had gone down because few cases were referred to them. They felt that this was due to outreach, including media, but also parenting interventions.</p>	<p>2 - partial</p> <p>Interviews with parents and children note serious challenges around positive parenting and community norms.</p> <p>International norms around what violence is and is not not yet agreed in Cambodia.</p>
<p>5. Girls and boys are increasingly protected from violence by community programmes and religious centres, including girls and boys at increased risk of violence</p>	<p>2019 Progress Report provided detail on delivery of services, but with one exception on Child Rights Council Cambodia membership growth, no information on results. No reporting on Ratanakiri Programme against this outcome, although there is reference to MoWA and the action plan on child marriage.</p> <p>A scoping mission conducted in Ratanakiri in October 2020 by MoWA, PLAN Int., World Hope International, Terre Des Hommes, and CRC-Cambodia reported good progress on the Ratanakiri programme implementation including the fact that 50% of adolescent in the province are reached by behaviour change messages on child marriage and teenage pregnancy. It is also concluded that, after the baseline study, another study should be conducted to inform the intervention, including COVID's impacts.</p> <p>Moreover, On June 2020 CRC-Cambodia has conducted the interim assessment on child marriage in Ratanakiri province</p>	<p>2 - partial</p> <p>Relevant Information provided on activities and outputs. Reporting on outcomes weak to date.</p> <p>Positive feedback about Ratanakiri child marriage programme and Pagoda programme, less so community-based prevention initiatives, reflecting the challenges.</p>

Outcome	Status	Rating and Conclusions on Progress
	<p>with 5 districts. The study found that the project has significant achievement and contributed a lot in reducing child marriage and teenage in communities, especially in indigenous community, through awareness raising, conduct mobile educational videos, develop IEC materials, Peer to peer education, child and youths engagement in meeting and dialogue with policy makers.</p> <p>KIIs positive about efficacy of Pagoda Programme, evidence provided was focused on improved attitudes of stated practices of those reached. No presentation of results arising from these changes.</p> <p>The MoC produced a result report from 75 Focal Point Pagodas in 25 municipality and provinces in 2018 and 2020, which shows relevant progress in terms of numbers related to trainings and programme's activities.</p> <p>In order to promote children, adolescent and youth participation in preventing and protecting violence against children and end child marriage and teenage pregnancy, a 16-days campaign is annually organised. In 2020, through funding support from UNICEF, has provided technical support to Adolescent and Youth Referent Group (AYRG) in the framework of the campaign with the objective of promoting behaviour and attitude change of public audiences regarding to end violence against children as well to influence policy makers and stakeholders for preventing and protecting violence against children include end child marriage and teenage pregnancy.</p>	
<p>6. Increased access for girls and boys in contact with the law to effective, child-friendly law enforcement</p>	<p>2019 report refers to progress in the legal environment, including the draft Child Protection Bill, the establishment of Child Protection Desks in 25 communes in VAC Action Plan priority provinces, and reference to efforts to increase birth registration.</p> <p>Police officers have been receiving training since 2018 in differences provinces in child protection, Crime response and child abuse investigation, Juvenile Justice, Social Inquiry and in August 2020 the Training Manual for the administrative police as been revised.</p> <p>Based on the report of the Department of Administrative Police Post Affairs, in 2019, there were 68 child victims (36 girls) who received regular follow-up and support (such as bring them back to school) from the Police and members of commune council for women and children in the selected communes.</p> <p>Interviews with children in contact with the law noted situations of violence against young people during interrogation. Others noted confusion about processes, but generally good treatment especially by defence.</p>	<p>1 – little</p> <p>Some information provided on activities and outputs</p>
<p>7. Increased capacity of the justice system to treat girls and boys in contact with the law in a manner that complies with international human rights standards and is in accordance with their needs</p>	<p>2019 Annual Report refers to national diverse guidelines and legal assistance to children. Noted that the number of children in detention declined from 2018 to 2019.</p> <p>Interviews with children in contact with the law highlights constraints in diversion programming, despite attempts, and the importance of continuing to support young people who have finished their sentences. Lack of information on the number of children in need of support versus number of children reached, nor the ability of service providers to meet these needs</p> <p>Juvenile Justice Law Strategic and Operational Plans were developed and approved by MoSVY and MoJ in 2018. Guidelines on diversion of children in conflict with the law and guidelines related to children in judicial proceedings were developed but waiting for dissemination.</p> <p>The government implemented alternative to detention based on the existing law on juvenile justice and criminal procedure code.</p> <p>Based on the report of the Ministry of Justice, 537 children in conflict with the law were placed under judicial supervision despite absence of the diversion guidelines. According to the same source, as of September 2019, there were cases that involved 604 child victims who received justice services from courts, i.e. the cases were not solved outside the courts and perpetrators were arrested.</p> <p>Training manual on child protection for commune police was approved for use by the National Police in 2018. A group of provincial trainers was formed and over one hundred commune police and members of commune council for women and children from 25 communes were trained by the provincial trainers. Due to rotation of police officers, retirement of some police officers and also changes needed to be</p>	<p>1 - little</p> <p>Some evidence provided on activities and outputs</p>

Outcome	Status	Rating and Conclusions on Progress
	<p>reflected in the training manual, the National Police with the support from UNICEF revised the training manual and used to train old and new trainers in October 2020. After this training, each provincial commissariat established its child protection team with clear responsibilities in order to train police officers at commune and district levels of each province respectively. The team in Kandal and Sihanouk were able to conduct their training to district and commune police in their respective province, 160 trained in Kandal and 80 in Sihanouk. Plan for trainings in other provinces was postponed by Covid-19 situation.</p> <p>In 2019, UNICEF also supported Legal Aid of Cambodia and the Bar Association to provide legal aid to children.</p> <p>Approximately, 160 children in conflict with the law in Siem Reap and Phnom Penh received legal aid from this partnership.</p>	
<p>8. Strengthened and expanded integrated child protection system to prevent and respond to violence against children</p>	<p>2019 Annual Report refers to needed reforms in social protection, sector reform, expanded child protection training at commune level, online sexual exploitation, and guidelines for labour law enforcement around child labour.</p> <p>Also programming directly reaching children exposed to violence, supporting their securing services and recovery programming. Report also refers to the expanded inspections of child care facilities.</p> <p>Important efforts are in progress in order to establish a structured and coordinated child protection system in the country. Key areas of intervention include: i) the primero case management system operating in Cambodia since July 2020, ii) the strengthening and expanding of social service workforce and the fact that social service workers in Cambodia have received training in case management, iii) the new model of case collaboration that included setting up partnership building between 3PC social service workers and district social affairs and social welfare workers in 18 districts; iv) development of Child Protection Law and SOPs; v) the process for developing provincial plans started in 2020. Relevant is also The National Policy on Child Protection System 2019-2029</p> <p>On responding to VAC, KIIs with service providers highlight challenges associated with service provision and referral systems, local means of problem solving that support different agencies working together to find solutions, help lines, removing children from situations of imminent or actual harm, and the recruitment and training of Child Safety Volunteers. Children reached with referral services reported their experiences and highlighted in particular the need for on-going support after the immediate problem has been dealt with.</p> <p>KIIs report significant constraints in government child protection system, the importance of system reform and expansion, and the importance of mentoring and solid relationships with the child protection sector at commune, district and provincial levels. Child Protection Plans are being developed at provincial level for all 25 provinces throughout Cambodia, along with a National Plan.</p>	<p>2 - Partial</p> <p>Evidence of advancement in child protection systems strengthening overall</p>
<p>9. Girls and boys are increasingly protected by health care systems and professionals and their institutional and legislative frameworks</p>	<p>2019 Annual Report refers to updated health sector guidelines on managing victims of violence, and incorporating boys into protocols previously focusing on violence against women and girls.</p> <p>The 2019 Annual Report does not report on the efficacy of these protocols. However, programme reporting as well as KIIs with those in the health sector and those engaged in responding to violence against children report improvements in delivery of effective services to child victims of violence. There were constraints around acceptance that there was sexual violence against boys, which was felt to be extremely uncommon (despite the results of the 2013 survey that found sexual violence against boys was as common as against girls).</p> <p>KIIs noted satisfaction with guidelines and support within the Ministry of Health that helped to ensure roll-out.</p> <p>The Ministry of health (MoH) has developed the clinical handbook on children subjected to violence to strengthen capacity of health care practitioners.</p> <p>As of January 2021, 265 health facilities have received training on the use of clinical handbook in 15 provinces and MoH is expanding the training in June 2021 to three more provinces</p>	<p>3 - complete/mostly complete</p> <p>Positive progress in health systems response to VAC, even with constraints in dealing with boys and sexual violence. Sexual violence most likely to be reported of all violence, and physical violence resulting in injury needing medical attention almost more likely to be reported. No clear protocols to deal with counselling and emotional violence.</p>
<p>10. Girls and boys are increasingly protected in schools by institutional</p>	<p>2019 Annual Report only refers to 'drafting guidelines on child protection in schools'.</p>	<p>2 - partial</p>

Outcome	Status	Rating and Conclusions on Progress
and legislative frameworks	<p>Child Protection and Schools Policy of MoEYS, developed in 2016, and the follow-on Child Protection and Schools Action Plan for 2019-2023 was released in 2019.</p> <p>As mentioned for outcome 3, The MOSVY is in the process of issuing an Operational Manual on Child Protection in Schools in order to promote the implementation of the Policy on Child Protection at School. Indeed, the education law and teacher's code of conduct both ban corporal punishment in schools.</p>	<p>Solid progress in school-based VAC programming. Recognition that bullying and violent disciplinary procedures needed to be responded to.</p>
11. Girls and boys are increasingly protected from corporal punishment and domestic violence by a legislative and policy framework in compliance with international human rights standards	<p>2019 Annual Report refers to the Schools Action Plan mentioned for Outcome 10, and also mentions the importance of children in moving forward on both corporal punishment and reduction of violence. References the 2019-2023 Cambodia National Council for Children's five-year Strategic Plan (2019-2023) on the development, protection and promotion of children's rights. The National Council for Children also provided inputs into the Child Protection law. The 2006 Law on the Prevention of Domestic Violence and Protection of Victims was reviewed to consider amendments to the law. No results were reported for any of these.</p> <p>Child activists attending school were able to speak extensively about the positive discipline in schools programming and its importance in child protection. There was a particular concern about bullying, and how this affected ethnic minorities, children with disabilities, migrant children, and poorer households.</p>	<p>2 - partial</p> <p>High quality policy, action planning, and programming noted.</p>
12. Girls and boys are protected from sexual violence by the legislative framework in compliance with international human rights standards	<p>2019 Annual Report indicated 'no available information'.</p> <p>No progress was identified in this regard, but constraints on legal reforms were noted. As noted above, the National Council for Children also provided inputs into the Child Protection law and SOPs.</p> <p>The 2006 Law on the Prevention of Domestic Violence and Protection of Victims was reviewed to consider amendments to the law. No results were reported for any of these.</p> <p>At the macro level, Cambodia continues its administrative reforms, some of which are particularly relevant for child protection. These include Sub-decree 34, which has already devolved certain functions from MoSVY to the sub-national level, and Sub-decrees 182, 183 and 184 on the functions and structures of khan/municipal and district administrations.</p>	<p>1 - little</p> <p>Some evidence on progress in legislative matters</p>
13. Amendment of national laws and passing of new laws to ensure legislative framework on all forms of child neglect (including physical and emotional neglect) meets international human rights standards	<p>2019 Annual Report indicated 'no available information'.</p> <p>As noted above, the National Council for Children also provided inputs into the Child Protection Law.</p> <p>Basic outline of the Child Protection Law and SOPs are ready and MoSVY is in the final stage of endorsement of Prakas on Kinship Care and Foster Care and final review of the Alternative Care Policy.</p> <p>The 2006 Law on the Prevention of Domestic Violence and Protection of Victims was reviewed to consider amendments to the law. No results were reported for any of these.</p>	<p>1 - little</p> <p>Some evidence of progress</p>
14. Girls and boys are increasingly protected from all forms of violence by child protection legislative and policy frameworks	<p>The 2019 Annual Report reported a number of activities, but no results. Activities included MoSVY developing a family capacity building plan, guidelines on child integration and relocation and closure of child care facilities, drafting good practice standards on child care, reviewing the 2006 policy on alternative care, and adopting standard operating procedures on trafficking.</p> <p>Important achievements, as for outcome 13, concern the developments in the Child Protection Law and SOPs but also the development of a national sector plan for child protection and related provincial plans.</p> <p>KIIs reported good progress on child reintegration in terms of numbers, and some reported follow-up support. However, the majority of children were reported to have been reintegrated without substantial follow-up support and lack of awareness of protocols in this regard.</p> <p>Policy and other reform previously reported for other outcomes were noted as relevant here, including schools, religious centres, sexual violence, and other.</p> <p>Very few of the children interviewed could name any procedures they should follow in case of abuse. Most noted that even serious violence within the family would likely stay within the family. There was confusion about where one would go, and distrust that reporting would have any useful results.</p>	<p>1 - little</p> <p>Little evidence codified and available. Process measures would support reporting here, for example indicating what is under development and tracking progress</p>
15. Implementation of a multi-sectoral monitoring	<p>The 2019 Annual Report reported that the CPMIS was in the process of being developed.</p>	<p>1 - little</p>

Outcome	Status	Rating and Conclusions on Progress
and evaluation framework and coordinated multi-sectoral data collection and reporting system on violence against children in Cambodia	<p>KIIs reported that the CPIMS is still under development, with no details. The monitoring and evaluation framework for CPIMS was further revised to get high-level endorsement and is now final and the strategic plan for the CPIMS was developed and is being finalized. The CPIMS dashboard was further reviewed and has been finalized and will be launched during 2021</p> <p>Automated user forms have been developed but related training has been delayed because of covid-19.</p> <p>Programme level measurement is taking place on delivery, but results monitoring is largely focused only on positive findings.</p> <p>Multi-sectoral monitoring is not reported to be taking place, save the annual report against outcomes.</p>	<p>Findings suggest little progress towards achieving this objective. Results framework is not being used to measure results but rather measuring delivery against outputs. Findings also suggest the need to have any presentation of success stories to also include where problems remain and what is being done. Theory of Changed not used for reporting against hypotheses.</p>
16. Strengthened evidence base for strategies on prevention and response to violence against children in Cambodia	<p>2019 Annual Report noted that child violence-related indicators were being integrated into upcoming surveys.</p> <p>Reporting to ASEAN and others, as well as programme-level reporting, provided useful information (discussed in this evaluation report).</p> <p>Relevant exercises under this outcome areas include the UNICEF Cambodia Child Protection Programme Evaluation, the regional study on VVAW and VAC, the NIS study 2017, the situation analysis on online CSEA by CNCC and the preliminary findings and initial report on children's views and perceptions on internet use and risk for children, the regional study on children's use of social media and the CNCC's baseline study on child protection mechanisms at national and sub-national level.</p> <p>KIIs reported that learning was taking place within programmes and being shared in the TWGs, but that this learning was not systematic.</p>	<p>2 - partial</p> <p>Concerted efforts to secure useful information, statistically-generalizable data, and programme-specific data. Room for improvement in knowledge management.</p>

Effectiveness by Strategic Area

Outcomes were further considered in their groupings around five Strategic Areas. Effectiveness is organised around four of these five areas; **coordination and cooperation were handled under relevance and coherence**. A summary statement on effectiveness is provided at the end of each of these strategic areas.

These findings are summarised here, and elaborated further in Annex K.

The first Strategic Area covered here is primary prevention, which has the following objective: *to reduce violence against children in the home, schools, communities and in the media through a multi-sectoral coordinated primary prevention strategy with ministries and institutions targeting key actors and sectors for positive change*.

The 2019 VAC Action Plan progress report⁵ presented an update on primary prevention by sub-areas on communications, schools, support for parents, caregivers and families, and community-based programming linked to relevant outcomes. The progress report shows a wide range of activities and outputs associated with each of these sub-areas. Progress was noted across a number of fronts, including Cambodia PROTECT and other programmatic actions focused on communications for awareness raising and attitudinal and behavioural change, training of journalists, prevention of online abuse, child labour, and materials and communications and training focused on positive discipline in classroom management. A wide range of training of trainers and training was conducted focused on positive parenting, reaching tens of thousands of service providers and families, respectively, while community-based actions were also elaborated that also reached tens of thousands of children and families.

A few of these show the results of delivering these outputs, including reducing child labour in brick production under sub-area one involving the Ministry of Labour and Vocational Training, the implementation of school-level monitoring checklists on positive discipline under sub-area two under the Ministry of Education, Youth and Sports, direct engagement of families with children at risk of violence under sub-area three involving

⁵ MoSVY (2020). *Report on Implementation of the Action Plan to Prevent and Respond to Violence Against Children Year 2019*, VAC AP Secretariat, Ministry of Social Affairs, Veterans and Youth Rehabilitation, Phnom Penh, Cambodia

Friends International and the Ministry of Women’s Affairs, while sub-area four did not including and reporting on results.

Cambodia has endorsed the Safe to Learn initiative, a worldwide initiative aimed at “ending violence in and through schools so that children are free to learn and thrive”, the only south east Asian nation to do so⁶. The WHO report indicates that, worldwide, south east Asia performs above average in terms of school-based VAC programming, in particular related to ‘life and social skills training’, ‘anti-bullying’, and to a lesser extent ‘sexual abuse avoiding training’ and ‘school staff violence prevention’.

One of the Adolescent and Youth Reference Groups based in Phnom Penh (two female and two males aged 16-22) raised concerns about feedback they had heard from students in some schools reached by the Positive Discipline in Schools programme. The specific concern was regarding a lack of follow-up over time, and because of this the schools were felt to be losing some of the commitment to the programme. A written code of conduct was felt to be important, agreed by each teacher and recommitted to on a periodic basis, while equally important was students better understanding their rights. Even when pupils were told about the programme, they were simply informed of it and sometimes not even told what it meant. Teachers did not engage sufficiently with pupils in ensuring understanding what this was about, and hearing inputs and questions from these pupils. Other suggestions included a private means to complain about a teacher’s conduct (e.g., locked suggestion boxes), non-teachers soliciting feedback on the programme’s effectiveness and identifying gaps, and making sure that children who complained did not face retribution by a teacher.

Two boys attending school in Battambang also mentioned the Positive Discipline in Schools programme. They noted that ‘some of the teachers used to threaten, but now they provide support for things like making sure that we finish our homework’. They also noted seeing posters at school.

A group of seven school boys aged 12-17 in a rural area outside Siem Reap argued that children’s clubs were an effective means for children to learn, and mentioned Plan International and a local organisation CCASVA in this regard. They referenced their membership in a club in their area, and that will financial support they could accomplish much in terms of awareness raising. A group of seven girls aged 15-17 in the same area mentioned Plan International and CCASVA, and indicated that they had been providing messaging around violence against children, child marriage, leaving school, and drugs and sexual abuse.

Some of the parents interviewed had been involved with the Positive Parenting programme, facilitated by the Commune Committee on Women and Children. A group in Battambang noted that they had learned how to communicate with their children in such a way that non-violence approaches could be used if children were in trouble. It was felt to make things work easier. However, the group noted that while their behaviour may have changed, this was not the case for most parents around them. Most parents felt that they had to hit their children to make sure they listened.

To provide further insights into primary prevention, children and parents were asked about who was at risk of violence, and what the consequences were. The aim was to provide insights into how primary prevention programming could consider these risk factors. Findings are indicated in the following table:

Table 2: Comments on Who is at Risk of Violence and its Consequences

Comments	Respondents
<i>Children’s Comments</i>	
‘Poor and disabled children are more vulnerable to psychological bullying or violence, and boys are especially subject to physical violence, but that’s because they are not obedient’. He went on to note that ‘girls are more likely to be subject to sexual violence’	16-year-old male in contact with the law, rural area near Siem Reap
Two sisters living at a ‘orphan home’ argued that children who were LGBT were most vulnerable because they were bullied.	15 and 17-year-old girls, sisters, Preah Sihanouk
This was also mentioned by the AYRG members, who argued that LGBT rights were especially likely to be violated	Adolescent and Youth Reference Group (AYRG) members aged 15-23, Phnom Penh
‘Migrated and disabled children, especially girls, poor children, and children who live on the streets’. The two girls went on to note that physical violence was more likely against boys, because they did not behave’	13 and 14-year-old girls, Phnom Penh
‘Generally, children with disabilities and poor students are at more risk of bullying in school. They are laughed at if they look different than others. In the absence of places in schools for children with intellectual	Adolescent and Youth Reference Group (AYRG) members aged 15-23, Phnom Penh

⁶ WHO (2020). *Global Status Report on Preventing Violence Against Children 2020*, World Health Organization, Geneva, Switzerland. Page 46.

Comments	Respondents
disabilities, they were put into regular schools and they were then bullied'	
'Emotional violence, such as bullying, bad language and similar was common because a child came from a poor household, was too small or too large, or somehow different was common in schools'. 'Out of school and in general, disabled children, poorer children, and girls more than boys were at risk of emotional violence'	Seven 12-17-year-old in-school boys in a rural area outside Siem Reap
'For frequency of beatings, girls are beaten more than boys because most parents love boys over girls. Boys can go out wherever they want to but girls cannot, and if girls do, they are beaten when boys are not. In addition, girls have to do housework and if they do not do it right they are beaten, but boys don't have to do these things at home'	Group of seven 15-17 year olds in a rural area outside of Siem Reap
'Poor boys are more affected by VAC, especially physical violence'	10-year-old girl, Kandal Province
'Poor children are more affected by the problem of violence, especially psychological and emotional violence'	13-year-old boy, Kandal Province
'Street, poor and disabled children are more affected by violence'	17-year-old boy, Preah Sihanouk Province
'Poor children living on the streets are abused because they have no group members to protect them so they get beat up. Girls are more at risk because boys attack them'	15-year-old girl living on the streets, Phnom Penh
'Children with disabilities, children from poorer households, street children are most at risk of emotional abuse. Boys are more likely than girls to be subject to physical violence, while girls are more likely to be subject to sexual abuse and bullying'	Adolescent and Youth Reference Group (AYRG) members aged 16-22, Phnom Penh
<i>Parent's/Caregiver's Comments</i>	
'Disabled children, children from poor households, and migrant children are more at risk, and often are in families where resources are not available to deal with problems, creating more tension'	3 male and 3 female parents in Ratanakiri Province
"Those from poor families are at risk, they are under stresses from their poverty'	2 male and 3 female parents in Battambang

As the table reflects, effective primary prevention accommodates varied risk factors, as well as common myths (e.g., boys are not subject to sexual assault). In reviewing the documents developed for Cambodia PROTECT, the documentation reflects a clear understanding of these attitudes and concerns. This is further shared by findings from discussions with those delivering services around prevention, where many of the same risk factors are identified.

Another effectiveness issue is how work towards alignment and engagement in regional and international initiatives has improved the effectiveness of implementation of the Action Plan. Government's commitment to effective VAC programming is reflected in a number of documents, including documents associated with the VAC Action Plan itself. Cambodia became a Pathfinding Country in 2019. Through this, Cambodia reports on two key impact level indicators: 1) reduction of prevalence of child physical, emotional, and sexual violence; and 2) percentage of the Cambodian population who disapprove of violence against children in all settings (home, school, community). The five strategic areas identified are the same as the five objectives appearing in the Action Plan, while priority actions under each are consistent with the programmes under the Action Plan.

A review of UNICEF's child protection workplans for 2019-2020 and 2020-2021 reflects clear alignment with the priorities of the VAC Action Plan. Outcome 3 is specifically focused on VAC and exploitation, including in humanitarian situations. It makes specific reference to supporting Cambodia's responsibilities as a Pathfinding Country, while Cambodia PROTECT is mentioned as a Key Results Area, capacity building is mentioned covering child marriage and VAC more generally, and school-based programming is referenced.

Cambodia's Country Programme (2019-2023)⁷ refers to Outcome 3 and shows alignment with the Sustainable Development Goals (SDGs) (with specific reference to 5 on gender equality, 8 on decent work and economic growth, and 16 on peace, justice and strong institutions), as well as the Convention on the Rights of the Child, to which Cambodia is a signatory.

The Country Programme also refers to Goal Area 3 in UNICEF's 2018-2021 Strategic Plan which refers to protection from violence, including in humanitarian situations, and three regional protocols ('Regional Headline Results') referring to Early Moments Matters for Every Child, Children Grow in Safe and Sustainable

⁷ UNICEF Cambodia (2019). Cambodia's Country Programme 2019-2023, prepared by UNICEF Cambodia, Phnom Penh.

Environments and Adolescent's Potential Unleashed. The Country Programme document makes specific reference to alignment with Government's VAC Action Plan.

The Country Programme also clearly referenced how their programming fit in with the work of Government and civil society actors, and notes (page 13) that "In the development of the Theory of Change for the child protection programme, particular attention has been provided to considering the contributions of other partners as complementary to UNICEF involvement in achieving a vision of change". It goes on to note that the UNICEF ToC for Child Protection holds if the following conditions apply, each of which is consistent with the VAC Action Plan:

- Coordinated national efforts are underway to scale-up an existing set of interventions by taking to scale the Positive Discipline, Positive Parenting and Cambodia PROTECT Child Protection programmes.
- Quality child protection services reach the most vulnerable.
- Parents and communities increasingly demand quality, inclusive protection and justice services.
- Programming with and for adolescents aims to reduce vulnerability to violence and exploitation.
- Gender-responsive programming is resourced and implemented.
- Quality Government oversight of the alternative care sector including kinship care, fostering and adoption continues.
- Government invests in child protection, including human resource planning for social work.
- Formal agreements are reached between the welfare and social protection sectors.
- Collaboration with the United Nations, donors and development partners is strengthened.

The 2019-2023 UNICEF Country Programme for Cambodia refers to three main outputs:

1. By 2023, national and subnational authorities have the knowledge, tools, resources and authority they need to formulate and implement the institutional and legal frameworks to strengthen child protection prevention and response interventions in a more enabling legislative, policy and financing environment.
2. By 2023, the broader child protection workforce in the spheres of social work, welfare, justice, health and social protection, has the knowledge, tools, resources and authority it needs to identify vulnerable children and provide child prevention and protection services to reduce violence and exploitation and enhance children's access to justice, with priority accorded to urban poor communities and rural poor centres.
3. By 2023, parents, teachers, religious leaders, communities and adolescents have enhanced knowledge, skills and attitudes to protect girls and boys from violence and exploitation through the scaling-up of Positive Discipline, Positive Parenting and Cambodia PROTECT child protection programmes.

It also notes that UNICEF supported the Cambodian National Council for Children (CNCC) in conducting a study on the efficacy of existing mechanisms and identification of gaps in national and sub-national child protection coordination mechanisms. This led to decisions to strengthen provincial/municipal CNCC Secretariats, strengthening monitoring systems, and establishing sub-national multi-sectoral child protection teams.

In each of these cases there are clear links between this engagement and greater effectiveness in terms of **primary prevention**. In reviewing the documentation, it is evident that these various initiatives are all helping to strengthen Cambodia's VAC programming. It also shows how child protection overall is incorporating violence against children into its work streams, in terms of child protection and social protection and in terms of initiatives in health, education, labour and others.

The second Strategic Area was Multi-Sectoral Child Protection Response, which has the following objective: *to respond to violence against children by strengthening capacity of social service providers (health, education, justice and child protection) to provide quality services that protect girls and boys who have experienced, witnessed or are at risk of violence.*

The VAC Action Plan progress report⁸ presents activities under this strategic area, organised by sub-area, each linked to an outcome. Sub-area one on effective law enforcement is linked to Outcome 6 on child-friendly law enforcement. Sub-area two on access to child-friendly justice is linked to Outcome 7 on the justice system itself treating children in accordance with international human rights standards. Sub-area three on social services and rehabilitation is linked to Outcome 8 on strengthened and expanded integrated child protection system to prevent and respond to VAC. Sub-area four on health services is linked to Outcome 9

⁸ MoSVY (2020). Report on Implementation of the Action Plan to Prevent and Respond to Violence Against Children Year 2019, VAC AP Secretariat, Ministry of Social Affairs, Veterans and Youth Rehabilitation, Phnom Penh, Cambodia

on the effectiveness of the health care system and the linked institutional and legislative frameworks to protect children. Sub-area five on education services references the protection of children in education facilities.

Progress included a Child Protection Bill that included child-friendly law enforcement mechanisms and protection for children who came into contact with law enforcement, training of police officers in child rights and responding to the needs of children who come into contact with the law, and the development of diversion guidelines for alternative justice and a reduction of children in detention. Progress also included means to strengthen implementation of the Juvenile Justice Law, improved delivery of social services and in general and the specific delivery of child-friendly and child-responsive social services, and expanded inspection of child care facilities (from day care to shelters to religious facilities). A wide range of other actions were also noted, in particular under sub-area three on social services and rehabilitation against Outcome 8 'Strengthened and expanded integrated child protection system to prevent and respond to violence against children'.

Effectiveness in terms of response in terms of direct reach of children in need included interviews both with children in trouble with the law and children at risk of violence and with key informants involved in service delivery. Findings reflect: 1) the value of the reach of each child in need, and the fact that interventions can make a difference; 2) the difficulties in providing these services and the high unit costs in doing so; and 3) the vast numbers of children in need who are not being reached by any service providers. Commune committees, for example, reported just a few cases of violence in the year before the field interviews, yet there are certainly hundreds of cases, if not thousands, in these communes, given levels of VAC as per the 2013 VAC survey.

While effectiveness of process was therefore positive, effectiveness of direct reach was not.

The third strategic area was Law and Policy Formulation, which has the following objective: *to reduce violence against children by strengthening legislative and policy frameworks to prevent and protect children against all forms of violence, abuse and neglect.*

Corporal punishment has been prohibited in the education system since 2007 under the Education Law, and is also prohibited in penal institutions under the 2016 Juvenile Justice Law. Corporal punishment is, however, still lawful in the home, in day care facilities, and in alternative care settings⁹. Despite the existence of the Juvenile Justice Law, there is no juvenile justice system, and children are usually processed through the same procedures as adults, and most locations do not have separate facilities for children¹⁰.

The 2019 report on the VAC Action Plan¹¹ reports under the three sub-areas of protection from corporal punishment and domestic violence, sexual violence against children and child neglect. This is the only area in the report where no information is available under outcomes of two of the three sub-areas, specifically Outcome 12 on a legislative framework to protect children from sexual abuse and Outcome 13 on amendment and passing of national laws to prevent and respond to child neglect. For the other outcomes, reporting on activities and outputs is included, but no results reporting is included. This is despite some results reporting on school violence under the positive discipline programming related to Outcome 11 on protection from corporal punishment.

Progress is noted on the development of a National Strategic Plan for Child Protection and associated operational plans at provincial/municipal level, the development of a five-year plan by the Cambodia National Council for Children, the preparation of draft guidelines on child reintegration and the closure of child care facilities, updating the Policy on Alternative Care for Children to align with international norms, the development of protocols associated with trafficking, and training on juvenile justice protocols.

Across these areas, only sub-area two on child-friendly justice and sub-area three on social services report results, referring to the provision of legal assistance to 44 children and the reduction in child labour in the brick-making sector through a strengthened legal framework and implementation efficiency, respectively. For sub-area four on health services, there is also reference to trained health care professional providing care to 49 children who were victims of violence and sexual abuse, consistent with a commonly noted finding among interviewees that sexual abuse was one area where reporting to health workers was common.

⁹ ASEAN Secretariat (2019). Country Progress Summary Cambodia. Ending Violence Against Children in ASEAN Member States. Mid-Term Review of Priority Areas Under the ASEAN Regional Plan of Action on the Elimination of Violence Against Children 2016-2025, prepared by T. Chhorvirith, Cambodia's Representative for Children's Rights to ASEAN with H. Bory, MoSVY, Jakarta, Indonesia. Also see the original ASEAN Declaration: ASEAN Secretariat (2013). The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, adopted in Bandar Seri Begawan, Brunei Darussalam

¹⁰ UN Human Rights Council (2019). Compilation on Cambodia. Report of the Office of the United Nations High Commissioner for Human Rights, United Nations Human Rights Council, United Nations, New York, New York, United States.

¹¹ MoSVY (2020). Report on Implementation of the Action Plan to Prevent and Respond to Violence Against Children Year 2019, VAC AP Secretariat, Ministry of Social Affairs, Veterans and Youth Rehabilitation, Phnom Penh, Cambodia

Children who were in contact with the law were interviewed in various VAC Action Plan locations. One girl interviewed in Siem Reap noted that she had started to use drugs because her friends were doing so. She was caught with possession and ended up in prison for almost a year. In her entire time in contact with the law, she had not experienced any violence, but she did see that male drug users, including her friends, were beaten during interrogation. She nevertheless noted that she was both baffled and intimidated by court proceedings, noting that ‘people used good words, which was good, but the process itself involved people who didn’t know how to work with children. And when we were there, we were mixed into cells with adults.

She was supported by a civil society organisation This Life Cambodia (TLC) who helped with her case. They had requested diversion because of the nature of the crime, but the judge nevertheless sentenced her to time in prison. Now that she’s out, they have helped her and her mother with start-up funds to set up a small business out of their home.

A 16-year-old boy, also in Siem Reap, noted a similar experience where he was not beaten, but his friends were, but that was because the friends were the ones that were actually guilty, he got brought in by a friend unfairly, he noted. He also received support from TLC, who provided a lawyer, who tried to get the case dropped. He was nevertheless convicted and served 13 months in prison before being released. He has not received assistance since getting out of prison, and does not want to return to school. Instead, he is trying to learn motorbike repair so that he can provide for his family. A 17-year-old girl was with the same group, and was also sentenced for theft for one year. She was also represented by TLC, but here case was not dropped either. She reported no direct beatings, but noted that some of her friends were beaten by police during interrogation. No violence occurred in prison.

A group discussion with seven 15-17-year-old girls attending school indicated that while children talked within their friendship networks when there was violence against them, reporting on this violence to anyone official simply didn’t happen because it would not make any difference, and just may get everyone in trouble. A method was needed for confidential reporting.

A trip report from UNICEF Australia found that there was no clear strategy in community-based interventions to ensure the most vulnerable or marginalised persons and families were targeted for particular attention¹².

The Ministry of Education, Youth and Sport developed “Child Protection Policy” and an associated “Child Protection in Schools Policy Action Plan” covering the period 2019-2023¹³, reflecting sector commitment to child protection in schools.

Here again, as with VAC response, findings suggest effectiveness in process but less effective reach of those needing protection through these mechanisms.

The Fourth Strategic Area, Monitoring and Evaluation, has the following objective: *to reduce violence against children by developing a comprehensive system for data collection and monitoring, evaluation, and reporting on violence experienced by children in Cambodia.*

Two outcomes are noted in the Action Plan to this strategic area:

- Outcome 15: Implementation of a multi-sectoral monitoring and evaluation framework and coordinated multi-sectoral data collection and reporting system on VAC
- Outcome 16: Strengthened evidence base for strategies on prevention and response to VAC

Two findings are noted, one for Outcome 15 and the other for Outcome 16. One refers to work on the development of a Child Protection System, and the other to the inclusion of child violence indicators in the Cambodia Demographic and Health Survey planned for 2021, and reporting on Sustainable Development Goals. No results are reported in terms of information management for the plan overall, beyond the annual reporting system.

The inclusion of monitoring and evaluation as a strategic area was critical in ensuring that attention was devoted to an issue that is often referenced but not enabled. In so doing, the Action Plan has been able to include information collection and use in strengthening VAC programming, rather than simply saying that the Action Plan will be monitored and evaluated.

There was also specific commitment to building a Child Protection Information Management System (CPIMS) that would consider whether child protection programmes are proceeding as intended, and whether objectives were being met. A total of 55 core indicators organised around 5 domains were established and

¹² UNICEF Australia (2019). “Trip Report Cambodia 25-29 November 2019”, A. de Giovanni, mimeo.

¹³ MoEYS (2018). Child Protection in Schools Policy Action Plan 2019-2023, Primary Education Department, Ministry of Education, Youth and Sports, Phnom Penh, Cambodia

agreed in mid-2019¹⁴. The five domains are as follows, coupled with the number of core indicators associated with each domain:

Domain 1 Laws, policies and plans - 8 indicators

Domain 2 Child protection system capacity - 7 indicators (institutional, financial, information capacity)

Domain 3 Preventive and protective - 7 indicators

Domain 4 Response and support services - 14 indicators

Domain 5 Prevalence and magnitude of the problem - 19 indicators

For each domain, an overall objective is specified, the domain elaborated, indicators provided, responsible agencies specified, and sources of information identified. Each indicator is thereafter defined in some detail, the output or outputs specified, specifications are provided on how to calculate progress towards and delivery of the item in the indicator, data source, frequency, responsible agency for reporting, any reference tools or documents, and any relevant data sources. There is also a row allowing further clarification.

The process of defining the indicators provided important detail so that priorities could be specified and progress elaborated. For example, indicator 1.3 on 'laws criminalizing child sexual abuse and exploitation are reviewed and amended to fully comply with the international standards' provided specifics on which acts, in this case linked to what was noted as needing review in the VAC Action Plan.

The structure allowed varied means of aggregation of data to consider progress, and allowed this progress to be reported using formats relevant to each indicator grouping. The various agencies would then report up to the lead agency responsible for pulling the information together.

Overall, findings suggest that (as if often the case for monitoring systems), effectiveness of monitoring initiatives are limited, in particular with regard to results monitoring and independent verification. There are independent assessments, research and evaluations associated with programme design and implementation, but these do not clearly move up in the monitoring and reporting system to be effectively captured.

Threats to Effectiveness

Finally, there are specific **threats** to the effectiveness of the Action Plan that warrant considered attention.

1. One threat to the effectiveness of the Action Plan revolves around Government's financial and human resource commitments to Action Plan commitments. There are shortages of trained personnel, challenges to the delivery of child protection services through the child protection system, a lack of specific financing of the Action Plan and a reliance on other actors, lack of financing of child protection for decentralised institutions, the competing demands on local authorities, and perceptions that 'unacceptable discipline' --- violence -- is not a major problem because cases brought to the attention of local authorities are low and perceived to be declining.
2. A second threat to the effectiveness of the Action Plan is the extent to which VAC does not permeate non-core ministries that have a mandate in supporting VAC programming and child protection. One outcome indicator on cooperation is that ministries integrate VAC and child protection into their planning and implementation processes, and track progress in this regard. Results from field consultations would suggest that there is substantial room for improvement. As social protection ministries often lack the power needed to effect change, and as these ministries have a range of demands on their resources, these challenges are expected. The work done with the health, education, and religion ministries shows that this can be done programmatically. The next step is to establish how this can better permeate sector planning and delivery.
3. A third threat to the effectiveness of the Action Plan is the mixed process of change in the legal environment. Change takes time, and legal reach even in a strengthened legal environment takes even longer. Most 'justice' around VAC will continue to be adjudicated through local modalities, whether within families (immediate and extended), through religious institutions, community leaders, local civil society, school authorities, or through education authorities.
 - a. Places of safety will remain lacking, prisons will continue to face constraints on their ability to separate children from other prisoners, there will continue to be resistance to diversion, and social norms will continue to encourage reconciliation even when further abuse is the most likely result. And most of those who engage in serious violence will never be held to account for doing so.

¹⁴ MoSVY (2019). Cambodia Child Protection Monitoring Framework: Core Indicators and Metadata, a working document to guide the establishment of Child Protection Information Management System (CPIMS) in Cambodia, Ministry of Social Affairs, Veterans and Youth Rehabilitation, Phnom Penh, Cambodia.

- b. Having said this, given high level commitment to VAC and continued attention to advocacy in this regard, continued attention to strengthening the legal environment is warranted. Here again, change takes time, and any future action planning must recognise this, and set outcomes accordingly.
4. A fourth threat to the effectiveness of the Action Plan is the gap between what the Plan regards as violence and what rights-holders and local level duty-bearers view as violence. Field findings suggest that the majority of rights-holders and local duty-bearers view as 'acceptable discipline' what the Action Plan itself views as violence. While the Action Plan is consistent with international norms in this regard, the result is a disconnect that could potentially undermine the efficiency and effectiveness of VAC programming.
 - a. There is nevertheless cause for optimism in the long term on being able to mitigate this threat. In considering how programming has rolled out under the Action Plan, there does seem to be a pragmatism in understanding that rights-holders and duty-bearers are responsive to supporting change in worst forms of violence, and that delivering this message within the context of violence of any kind being unacceptable *has not undermined implementation*. This would suggest that current programming efforts can continue, even while recognising the difficulties facing this deeper change. Broader change is necessarily viewed as taking more time, but this should not prevent comprehensive primary prevention messaging that any violence is violence¹⁵.

¹⁵ This is similar to contending with 'worst forms of child labour' while also focusing on child labour overall.

Annex N: Report on Zoom-In Activities

In addition to the main report, a separate report was issued on eight programmes falling under the Action Plan. This report was based on a review of documentation, as per the Terms of Reference, but the Consultants asked to add direct interviews to fill gaps. For this reason, 12 interviews were also conducted covering all eight programmes.

In addition to this report, one evaluation question falling under effectiveness is: *When focusing on zoom-in activities: Is there evidence of certain interventions being more effective than others? If so, why? Is there evidence of varying levels of satisfaction of rights-holders with different types of interventions? If so, why?*

Findings against this evaluation question are as follows:

- When response services are directly provided, whether referring to legal services for children in trouble with the law, referral services to places of safety, or medical services, those who receive support would appear to be genuinely appreciative of the support. This held even with outcomes were not quite what was expected, for example jail time instead of diversion. However, what was more problematic was being provided initial services, such as reintegration, without being provided with follow-on support.
- In addition, those in the international NGOs involved in supporting provision of services to those in need, working with local authorities and referral mechanisms, highlighted that they were only reaching a very small portion of children in need even where they were providing services. Systems strengthening would make an enormous difference, it was noted, but so was awareness raising that drew children and those assisting them to these services. In this respect, service provision may have been effective, but its reach so limited to be questionable.
- The school-based initiative to reduce violence and help educators in employing alternative classroom management approaches were reported by those knowledgeable about the programme to have been very effective. This was also noted by those in schools interviewed during evaluation fieldwork, including pupils themselves who noted a difference in approach. Progress was also being made on rolling out the programme through local cost approaches so that more locations could be included in the programme.
- Findings were similar around the pagoda programme, where changes were noted in institutional practices and, it was argued, risks of sexual violence had also been reduced.
- Incorporating violence against children protocols in health system procedures (the clinical handbook intervention) was reported to have gone quite well, and that the health services had seen value in the intervention and was rolling it out in a number of locations. Interviews in the field showed limitations in implementation, for exemplifying noting that many health workers were overworked or not providing direct health services to children and therefore not able to implement what they had learned, but these were problems with the health sector more generally and not specific to VAC.
- The positive parenting programme has tried to tackle the difficult issue of knowledge and attitudinal change in the general public among parents, so that practices in terms of VAC would change. It was here that the problems associated with different opinions of what violence was, versus what was regarded as discipline, was especially important. Some parents reported difficulties in trying to follow what they had learned because so many things that they felt were appropriate disciplinary measures were argued to be violence.
- The Ratanakiri Province programme focused on child marriage was advanced in part due to strong commitments from authorities in the province that persisted throughout design and early implementation. Solid work was done in terms of planning and in direct outreach, in media and directly. Findings suggest the likelihood that effectiveness of the programme was quite high, subject to further data collection.
- The Cambodia PROTECT communications project was extremely well designed, but its efficacy in delivery cannot be ascertained due to delays in full implementation (with Covid-19 delays part of this). Nevertheless, the solid planning and preparatory work does suggest that, if properly measured, the strategy should yield positive results.
- Virtually all of the programmes took into careful consideration target audiences, different risk factors, and the need to adapt service delivery accordingly.

Annex O: Considerations on Efficiency

This annex is linked with the Efficiency section of the main report

When asked about efficiency issues, key informants gave a range of responses. These are included in the table below, along with an observation on the comments:

Table 3: Comments on efficiency issues

Comments	Observations
Covid-19 has led to delays in delivery of a wide range of activities	Concern about meeting delivery targets and meeting spend forecasts
Financing is inadequate for Government to build robust programming around VAC	This was a common comment that came up under effectiveness, impact, sustainability and efficiency. Here it can be considered in terms of the return-on-investment being undermined by lack of scale
The communications strategy was well designed and implemented to reach a great number of people	This was in reference to the numbers reached via mass media and online approaches with an expected high return on investment. No evidence of the actual return was noted
In the health sector human resources are very constrained, so even if people are trained they won't have the time to properly apply what they have been trained	A few of these respondents gave examples of having been well trained, but unable to deliver services because of transfers, being shifted to new positions, or simply being overwhelmed with levels of overall service delivery to provide the necessary support for VAC
Misuse of funds is uncommon. Audits are performed regularly	Referring to accountability in expenditures
Monitoring is not well established, and as a result it is difficult to track how well the activities are performing as they are implemented	Related to difficulties in establishing cost effectiveness accurately because of the absence of critical data to be able to do so
The return on investment of funds is not tracked, and gender-responsive budgeting protocols are not always applied	As with the previous comment, with the additional comment around gender-responsive budgeting
Pulling together violence against women and the violence against children planning is a good idea in the long run, but in the short run, the question is whether this would serve both girls and boys well, and whether child protection might 'lose out' to social protection in funds, advocacy, and programming. Mandates made this difficult to implement in the short-term, but the idea of bringing programming closer together should be revisited with the next action plan	This was with specific reference to whether VAW and VAC programming should be fully integrated. The concern was that child protection would lose financing, if that could be dealt with, it might not be a bad thing at improving efficiency and effectiveness in dealing with violence

Annex P: Consideration on Impact

This annex is linked with the Impact section of the main report.

Considering the Magnitude of Impacts on Levels of Violence

At this juncture, it is therefore not possible to comment on the magnitude of impacts of the Action Plan on levels of violence, save the likelihood of positive trends in some of the locations reached by programmes under the Plan as noted by those close to and knowledgeable about the programming. While there are opinions about the efficacy of the various actions under the Action Plan, and some programme-level data collection that suggests that some programmes have proven effective where they have reached target populations, the systematic collection of data is largely absent. And where data are presented, they tend to focus on where programming has been successful.

The role that evaluation plays is important in providing programme-level evidence, even if measurement of reach could not easily be translated into what that means for results. What is highlighted is two countervailing findings: 1) many of the methods employed are tried and proven and are therefore felt to be likely to yield results, supported by case studies and similar approaches during oversight visits that helped confirm their efficacy; and 2) properly resourced and implemented studies aimed at providing insights into results needed to occur at Action Plan level across multiple programmes, with attention to quasi-experimental design, covering for example the return on investment from primary prevention actions.

The following table includes responses from key informants when asked about impacts. This reflects the two streams of responses, one indicating that there are not sufficient data to comment, the other noting that there is some initial evidence, however unproven, that change is underway (and some mix the two).

Table 4: Comments on Impacts

Comments	Type of Respondent
'We don't know the level of VAC now, but there are many small studies that show change. There is also anecdotal information that, at least in education and with some families directly reached, there is a growing understanding that VAC is not a solution. There is some recognition that things are changing'	UN agency
'I don't see any signs of impact'	Activist CSO
'There are impacts. Victims of rape are more likely to report because they know that this is not right, and they know they will be treated for this'	Government official involved in delivery of primary prevention
'For prevention, I learned that the Ministry of Education has done a lot about positive discipline in schools, and Women's Affairs has done positive parenting, but I don't see any evidence of results'	Government official involved in communications
'Among those we have been training, we have found impacts in terms of changing attitudes and behaviours. Before they did not know that violence was a crime, they did not know that it was harmful to the children'	Government official involved in delivery of primary prevention
'I see increased knowledge of VAC among communities that we reach, but I have no evidence of impact'	Government official involved in child labour programming
The impacts will eventually appear, but they need time'	Government official involved in communications
'There are some impacts as a result of Action Plan implementation, but mainly in attitudes of people, not much on actual practices'	Provincial Women and Children Consultative Committee
'VAC cases, especially physical, mental and sexual, seems to have gone down greatly in the past five years'	Government official involved in primary prevention
'We have been hampered by low finance and delays in implementation due to the pandemic. This has delayed our ability to achieve impacts'	Government official involved in communications
'There is now punishment of those involved in perpetrating violence in these institutions'	Government official involved in delivery of primary prevention
'Young people know to report if VAC happens to them'	Government official involved in child labour programming
'There were zero cases of physical violence against children in 2020 in our district. But that doesn't mean there isn't physical violence, there may be cases where violence happens in a family but the victim is afraid to report because they would be punished'	District Women and Children Consultative Committee
'From my observation from my own work in child protection, I have noticed that severe physical violence against children has decreased, but neglect, exploitation and emotional violence are still problems'	Government child protection officer
'We have worked on the Action Plan but we have no signs of results'	Government official involved in communications
'We don't know what the impacts are. We do know that the child marriage work has been well received in Ratanakiri Province, and that different departments are integrating it into their planning'	Government officers involved in social development, including in child marriage and teenage pregnancy

Comments	Type of Respondent
'Ministries are reporting that VAC is declining from what I know. But we don't know what the contribution is from the Action Plan'	Government official involved in child labour programming
'There is some impact that the Plan has contributed to. For instance, VAC cases seem to have done down greatly compared to five years ago'	Government official involved in primary prevention and response
'Not sure what the impact has been, but we see that VAC cases have been reduced by a lot. Physical violence has been rare in recent years, there were only three cases in our province in 2020'	Provincial Women and Children Consultative Committee
'People are more willing to report violence now, before they were ashamed but now that they have legal support and there is money to support the victim, people are more willing to report violence'	Provincial Women and Children Consultative Committee
'There is change among parents in terms of early childhood marriage, they understand the consequences better, including the risk of early pregnancy harming the mother's health, and her being physically harmed by her husband'	Provincial Women and Children Consultative Committee
'While sex abuse is rare, even with growing awareness the availability of new technologies means that children are more and more being exploited via their smart phones. We have yet to deal with this'	Provincial Women and Children Consultative Committee
'Once we reach new areas, we'll see change there as well'	Government official involved in delivery of primary prevention
'Dissemination of information on VAC has been good, it has saturated some communities, which has embedded knowledge'	International NGO involved in primary prevention
'There is no way to know without an impact survey'	Senior Government officer in social protection
'There are no impacts yet, without law enforcement, prevention cannot work. Prevention and a strong response work together'	Government child welfare officer
'Work in positive discipline in schools is showing clear evidence of positive impacts. Those who have been trained know how to control their tempers, and how to use positive ways to discipline children'	District Women and Children Consultative Committee
'In 2020 there were only three cases of sexual abuse in the entire district. In all three cases, the perpetrators were sent to prison. Rates were much higher in the past'	District Women and Children Consultative Committee
'Violence happens mostly in poor communities. This does not mean that they don't know how to raise children because they are poor, but because of their difficult financial situations. So, parents have to bring their children to work with them, or to the farm, and sometimes pull them from school to do so'	Government child protection officer

Evidence of Impacts of Actions Around Reintegration, Child Labour, Schools

For the first, reintegration, while updated data are not available for 2021, available figures show a decline in children living in institutions for reintegration into their families. The 2019 UNICEF Annual Report includes data showing that the number of residential care institutions decreased by 36%, compared to 2015 mapping, while the number of children in these institutions declined by 38%. As of September, 1,333 children (48% female) had reintegrated into family- and community-based care. It is reported that most of these children and their families are receiving support from agencies that are part of the 3PC NGO network¹⁶. Moreover, MoSVY is supporting social workers in all provinces throughout the country to conduct assessments and follow-up visits on a regular basis for children who have been reintegrated.

For the second on Child Labour, those working in the field report that numbers have declined and continue to decline, as also reported in the VAC Action Plan Annual Report. A report issued in 2019 found that 28,500 children had been removed from workplaces or had been prevented from going to work¹⁷. This is reflected in responses from parents and children that also note that fewer children are working in places such as brick production facilities where conditions are dangerous. However, children report that children in their communities do work in small businesses or on farms with their parents/caregivers.

Nevertheless, the problem remains. In interviews with children themselves about child labour, many could report that there are children working on farms or in factories. Two boys in Ratanakiri Province, for example, noted that there were children in their area working on a large cassava farm, as did a focus group with 10-12 year old boys in Ratanakiri, while one in Preah Sihanouk Province noted that in his area there were children working as scavengers and begged on the streets. A girl whose family moved from one construction site to another because her mother sold food to construction workers noted that children her age worked at these sites as well, carrying bricks and doing other similar tasks. Most were boys because they would not usually hire girls.

¹⁶ UNICEF Country Office Annual Report 2019

¹⁷ UN Human Rights Council (2019). Compilation on Cambodia. Report of the Office of the United Nations High Commissioner for Human Rights, United Nations Human Rights Council, United Nations, New York, New York, United States. See in particular Para 28

One young girl in Battambang Province noted that children in her area went to work with their parents at a nearby cassava farm, while others worked at small restaurants. ‘They don’t have enough food to eat so they need to earn money’. Two girls, aged 13 and 14 living in Phnom Penh, periodically worked, supporting their parents in the rice fields and raising animals. But this has not interfered with their ability to go to school, and in fact the money they earned were used to purchase education materials. One 14-year-old girl in Battambang Province who was being cared for by a single father (the mother had passed away years earlier) had had to drop out of school because there was no money, and she had to go to work. She was only able to find part time work washing dishes, and the money was not enough.

In a focus group discussion with two males and two females in a Phnom Penh Adolescent and Youth Reference Group, they noted that child labour was not uncommon in and around the city. Children are engaged in a wide range of street trades, from selling flowers or food or groceries. Some children doing this can be as young as six, sometimes helping their mothers in their trade. A focus group with boys and youth aged 12-17 some thirty kilometres away from Siem Reap noted that if they lived in the city they would work, regarding it as an opportunity.

For the third point on positive discipline in schools, there is strong agreement across a range of key informants that educators are more likely to use positive discipline approaches in their schools, including teachers in their classrooms with school leaders supporting this. The short answer to ‘why’ is that the approaches appear to work. While there are biases in reporting that tend to concentrate on what has worked rather than what has not, the range of respondents arguing that there is change underway is considerable. What is less clear is the level of bullying, but the children interviewed felt that this problem continued unabated.

Those key informants aware of both the positive discipline in schools programming and the positive parenting intervention argued that the two programmes would work well together if they were to be implemented in the same locations. Teachers reported that parents tended to be unhappy that the children were *not* being hit because they felt that that meant the children were not learning.

Comments on Violence

The following table shows feedback assembled from boys and girls and parents on what constitutes violence in their eyes, and what does not. The evaluator’s comments on the statements are included under ‘issues’ in the table.

Table 5: Comments on Violence

Comments	Issues	Descriptors
<i>Children’s Comments</i>		
‘In my village, there is a family in which an aunty beats her small nephew (around 12 years old) every day. I hear the boy crying every day, I think this is not’	Appears that no referral was made for the child to be protected	13-year-old boy, Kandal Province
‘Beating by mother, father and family member to discipline a child when he or she did something wrong is fine, but a strong beating with bad injury is unacceptable’	Goes on to note that there is no physical discipline at all at their facility	17-year-old boy living in alternative care, Preah Sihanouk Province
‘I cannot accept any form of violence against children. I witnessed my father beat my brothers’	In this case, she notes witnessing violence against siblings, although she herself was not subject to violence	10-year-old girl, Kandal Province
‘We live in a shed along the street near a construction site because my mom sells food at the site. But we have no door, so people come in and steal from us. I cannot sleep, I live in fear’. ‘I wish I could have a safe home’	Family moved from construction site to another when the father had work. He drank and abused the mother, now she lives just with her mother, but still living at various construction sites. With support, she was able to start school, but if she had to move again she would not be able to continue	15-year-old girl, Preach Sihanouk Province
‘Beating by a parent or a sibling is not violent as long as it does not result in bad injury’. ‘But if there is injury, no matter who did it, it is violence’	Noted that, despite being arrested and sent to prison, he was not subject to any violence. Some of his friends were, however	16-year-old male living in a rural area outside of Siem Reap
‘Physical discipline is okay if it is just minor beatings. But if you kick and leave bruises, that is unacceptable’	Felt that all were at equal risk, because no one can fight back against adults	12-year-old boy, Battambang Province

Comments	Issues	Descriptors
'When I was at the orphanage, aged 6 or so, there was a caregiver who punished me by letting me go hungry'	When followed up, the boy noted 'I was so young, don't know what I should do'	13-year-old boy, Kandal Province
'Some physical discipline can be acceptable for small acts for making mistakes, but you cannot use something like a big stick that results in bad injuries or bruises'	The two girls were more concerned about psychological violence from peers, such as bullying	13 and 14-year-old girls, Phnom Penh
'No violence is okay, even scolding or bullying'	Girl was very quiet when speaking about this, and would not elaborate	14-year-old girl, Battambang Province
'We have been well supported for everything including monthly allowance and education. We are well treated here, there is no violence'	Noted that they had a mother but she was too poor to care for them	15 and 17-year-old sisters, living at a child care facility in Preah Sihanouk
'Most children perceive that they should be beaten or threatened by their parents if they make a mistake. They really do not understand their rights, and they don't know what services are available to protect them even if they did'	Argued that both parents and children understanding that children have the right not be subjected to violence is critical, but that change will be slow	Adolescent and Youth Reference Group (AYRG) members aged 15-23, Phnom Penh
'It is okay for parents to beat children if they make a mistake. But it cannot be severe enough to leave bruises or injuries'	Noted that those with bruises or injuries often dropped out of school because they could not hide the problem	10-12-year-old boys in a focus group in Ratanakiri Province
'It is acceptable if a parent beats a child for making a mistake. It is also acceptable for a teacher to hit a student with a stick, or a hand, or a book, during class. But it cannot be such that it leaves a bad injury'	Aside these forms of 'acceptable discipline', the two noted that they rarely witness any violence against children	13 and 14-year-old boys in Battambang
<i>Parent's/Caregiver's Comments</i>		
'Violence needs to be reported to the police when it involves rape or serious injuries. This includes injuries by peers to other children'	If other violence seems to be getting out of control in a situation, neighbours may take care of children for a short time until the problem is solved	3 males and 3 females in Battambang, all taking care of children
'It is acceptable if a mother or father beats a child for discipline purposes when a child does something wrong, but if the beating is serious which causes an injury, it is violence'	The group argued that violence against children in the area was extremely rare	1 male and 3 female parents in Kandal Province
<i>District Women and Children Consultative Committees Comments</i>		
'There are still some VAC cases not being reported, especially physical violence, when it doesn't lead to injury, because this is a normal way to discipline children'	Notes that violence is more likely to be reported if there is injury	4 DWCCC members
'Some cases of violence are reported, but then nothing is done in response and the child remains in danger'	They refer to cases referred for investigation and then the investigation is dropped	4 DWCCC members

Reporting Violence

Children and parents/caregivers were asked about reporting on violence. Findings are summarised in the following table:

Table 6: Reporting Cases of Violence Against Children

Comments	Respondents
<i>Children's Comments</i>	
'Physical and emotional violence may not be reported, but sexual violence is. It is reported to police, or the local chief, or the district governor's office. But even when it is reported and the perpetrator is punished, they often eventually go back to doing it again'	12 and 13-year-old students in Battambang Province
'I think they would report to their grandparents because when my parents beat me I reported to my grandma and then she helped me'	12-year-old girl, Battambang Province
'If it comes from parents, the children will not report it. They know that they would not be helped. They might tell their grandmothers if they felt that she had influence over the parents'	Adolescent and Youth Reference Group (AYRG) members aged 15-23, Phnom Penh
'I don't know but, in my case, when I saw my father beat my brother I told my mom to get some help but my mom could not stop him, sometimes she got beat as well'. She went on to say that 'every time that my father commits violence, he does not allow anyone to leave home'	10-year-old girl, Kandal Province

Comments	Respondents
'Only in cases where the injuries are severe do they report to someone in the village like the chief. For minor cases, no one complains'	15-year-old girl living on the streets, Phnom Penh
'Physical or emotional violence may not be reported because people don't know that these forms of violence are criminal. And they don't know that they can file a complaint against their parents'	Adolescent and Youth Reference Group (AYRG) members aged 16-22, Phnom Penh
'When violence is serious enough, adolescents often tell their friends. But friends don't know what to do, so nothing gets done. We are afraid to report this to the chief or commune officials'	Group of seven girls in school aged 15-17 in a rural area near Siem Reap
<i>Parent's/Caregiver's Comments</i>	
'Mostly violence against children is part of our tradition to raise children. We don't of any cases of sexual violence against children here'	3 males and 3 females in Battambang, all taking care of children
'If the violence happens and is known to the public, then something must be done. But if it is private then even a neighbour or close friends cannot intervene because it is a family situation. Only when there are serious signs of rape, broken bones or fear of suicide should anyone intervene. If they do intervene in these cases, it should be taken to the chief to report to the police or the Commune Committee for Women and Children'	2 male and 3 female parents from Battambang Province
'This is important when there is serious physical violence or if there is sexual abuse of a girl'	1 male and 3 female parents in Kandal Province

Progress Towards Process Objectives

Considering progress towards process objectives as early indications of impacts, the need to enhance capacity and strengthen systems to effect long-term change and eventually progress towards impacts is consistent with the Action Plan intent and the priorities of many of those interviewed, recognising that this is the only way to effect change in the longer run. For example, building protocols in the health sector to respond to violence against children are needed now, and can be expected to grow in use as time passes, more are trained, and protocols are used successfully. Building commune-level protective networks can be more engaged in both prevention and response as they are further engaged in VAC programming.

There are some examples where substantial change appears to be underway in reached locations, notably in the health sector in responding to violence and in the education sector in preventing violence (and to a lesser extent in the pagoda system), but systems strengthening and enhanced capacity in structures that would reach the broader community were highlighted as being very challenging¹⁸. Much of this related to the shortage of funds, trained personnel, and the right skills.

At the same time, there are other comments that refer to the process issues that are fundamental to change in preventing and responding to VAC that were showing signs of improving. This is reflected in the following table.

Table 7: Comments on process issues

Comments	Type of Respondent
'At policy level, the policy environment is much stronger now than even a decade ago. There is broad-based recognition that VAC is a problem that needs to be dealt with. Improved implementation is happening. There is practical progress'	UN agency
'I observe that more ministries have been working in VAC and there is a push from the head of state on this issue, which is an important reason why all ministries have committed to end violence against children'	Government official
'There is recognition that this Action Plan has helped us move in the right direction, clear steps have been taken towards effectively dealing with VAC. Incrementalism is working'	UN agency

Concerning **reach of the Action Plan**, virtually all respondents asked recognised that reach compared to need was inadequate. In discussions with key informants, the issues of scaling up (expanding programming reach and actions in target locations) and scaling out (expanding programming to new locations) were considered. For some primary prevention interventions, and associated capacity development work, scaling out was felt to be possible in the school system¹⁹ and for the pagoda programming because of the nature of the targets. Similarly, for communications, there was scope to scale out to new locations as other primary prevention work expanded as well. For community outreach, however, the work of building partnerships, strengthening institutional capacity, engaging with a range of commune and district authorities, and similar,

¹⁸ The Pagoda Child Safeguarding Policy, issued in 2018, referred to opportunities to expand programming over time. See Ministry of Cults and Religion and the Monk Councils of Both Orders (2018). [Policy on Wat Sagnkahak Komar](https://bettercarenetwork.org/library/social-welfare-systems/child-care-and-protection-policies/policy-on-wat-sagnkahak-komar), issued by the Ministry of Cults and Religion, Phnom Penh, Cambodia. <https://bettercarenetwork.org/library/social-welfare-systems/child-care-and-protection-policies/policy-on-wat-sagnkahak-komar>.

¹⁹ See Ministry of Education, Youth and Sports (2019) [Child Protection in Schools Policy Action Plan 2019-2023](#), prepared by the Primary Education Department, Ministry of Education, Youth and Sports, Royal Kingdom of Cambodia, Phnom Penh, Cambodia.

meant considerable additional work and the need for additional funds in cases where local partners may not have the capacity to scale with them, or where there may be no viable local partner to counterpart.

For response, the health sector was said to show promising signs of being able to rapidly scale out to new facilities²⁰. But for community-based response, whether dealing with children needing immediate assistance or children being reintegrated into family life after leaving institutions, the best that could be considered was scaling up within existing locations in the interim before any thought could be given to expanding these initiatives. The process of scaling out would take considerable time, and there was a feeling that reach in locations already exposed to programming was a more viable way forward. One civil society key informant, for example, explained what it took to deal with a dozen cases of children at such risk at home that they needed to be removed, and the time this required by a range of actors in local government, her organisation, and her partner organisation. Carefully building effective systems in these circumstances meant that more resources were required simply to provide basic reach in the communities they already worked in, with little ability to reach new areas.

On the whole, having any measurable impact on levels of VAC in Cambodia, given the magnitude of the problem compared to the response, is extremely challenging in such a short timeline. **This had the potential to undermine Action Plan implementation and political commitment, but that does not seem to have been the case.** Instead, three factors appear to have mitigated such a negative impact: 1) the outcome indicators are more focused than the outcomes themselves, allowing implementing agencies to focus on these priorities; 2) implementing agencies' key informants report real progress towards delivering outputs; and 3) this progress is viewed as progress towards what is achievable (e.g., increased knowledge that violence is an ineffective way to discipline children, or changes in attitudes) rather than simply focusing only on reducing levels of violence against children.

²⁰ UNICEF Cambodia 2019, Fact Sheet – Health Services for Children subjected to violence: Clinical Handbook.

Annex Q: Considerations on Sustainability

This annex is linked with the Sustainability section of the main report.

A sample of responses are included in the following table that reflected comments on sustainability:

Table 8: Comments on the Action Plan and a Sustainable Approach to VAC

Comments	Respondents
'I don't see the implementation of the Action Plan supporting sustainability, as there are huge gaps between what the Plan says and what is being implemented even where it is being implemented'	National civil society organisation
'This needs to be a National Action Plan, approved by the Council of Ministers and signed by the Prime Minister. If it was, then there will be proper financing and support'	International NGO involved in VAC response
'There is clearly a mandate to work on VAC in Cambodia. But what we need is a better understanding of who should do what, and we then enable that. This means major support to the commune level CCWCs. We can then better implement in the future'	Government official involved in child protection
'We need to ensure passage of needed policies and legislation that will enable the success of the Plan. This will help sustainability'	Government officer involved in prevention
'One problem is that we as a ministry have a programme, but we're running it separate from how we're running out ministry's programming as a whole. We need to integrate this to be sustainable'	Government officer involved in prevention
'VAC Action Plan needs to be seen in Government's budget, it needs to be part of Government's implementation of actions under the budget'	Government official involved in prevention
'While we want Government to finance implementation, we need to continue with support from donors and NGOs to make this work'	Government official involved in prevention and response
'There is no child protection law, you cannot remove children even at immediate risk. So how do you sustain protection of children at immediate risk without the law being in place? This is important to pass or how can we expect people to take violence seriously'	National civil society organisation
'We have seen that international NGOs can help and should continue to do so, and they should continue to work closely with government so that we can see positive change that will allow programming to grow'	National civil society organisation
'Without reform in the criminal justice system to better protect children, responding to violence will go nowhere'	National civil society organisation
'We need to integrate our programme under the VAC Action Plan into our ministry's strategic plan and in our annual planning and reporting'	Government officer involved in prevention
'We should not lose sight of the achievements that have set the groundwork for change in the future, such as laws and policies and plans and curriculum and procedures'	National civil society organisation
'Unless this is financed by Government, how can it be sustainable?'	National civil society organisation
'We need Government to help finance this, but this is a big problem and will take time to change, so we need continued donor support'	National civil society organisation
'We need to find a way for the Commune Investment Plans to include money for VAC programming, including response'	Government officer involved in prevention
'Unless this Action Plan goes to scale and goes countrywide, sustainability will not be supported'	Government official involved in prevention
'Sectors have helped with community 'infrastructure' aimed at supporting their sector objectives, and the objectives of communities. The Action Plan needs to work with these committees, volunteers, and other local actors'	Government officer involved in the education sector
'With UNICEF's support, we have the 'infrastructure' to implement our programme. Curriculum, training, etc. But we need the resources ourselves to implement'	Government official involved in prevention
'We need more coordination, more commitment, from players across the ministries'	Government official involved in prevention, active in one of the TWGs
'The plan itself supports sustainability, it includes indicators focused on building our ability to respond. We need to better do these things'	Government official involved in prevention and response
'There are focal points for things like child labour in local communities. We need to enable them and work with them to be able to sustain things on the ground'	Government official involved in the child labour response
'Having an exit strategy for international financing may help Government take this up'	National civil society organisation
'We need NGOs to have an exit strategy, and that means a major focus on building government's ability to implement'	International NGO involved in VAC response
'We are at the provincial level and we find that it is not clear how we are supported to work with the districts and the commune committees. Roles need to be clearer, and we need to be trained and equipped to do our jobs. Without this, it is difficult to clearly implement'	Provincial Women and Children Consultative Committee

Comments	Respondents
'The Action Plan needs to include a section with a specific section on how sub-national government offices can understand their roles'	Government official involved in prevention and response
'Various ministries and local government have focal points in communities around the country. Then can become a major force for change here'	Government official involved in prevention and response
'Every community has its influential people who can be very important in people understanding what is wrong in committing violence against children. But they need help and support'	Provincial Women and Children Consultative Committee
'We have a plan, but do we need a strategy that helps us with how we can do things. With that, we're more likely to support systems sustainability	International NGO officer involved in VAC response
'Integrate the budget for the Action Plan into the government budget overall and by ministries'	Government official involved in prevention, active in one of the TWGs
'We need decentralised budgets to provide support and monitor delivery. There are other district-level entities such as the education sector's District Training and Monitoring Team that we can work with, but they need to be financed and trained as well'	District Women and Child Consultative Committee
'Even if we get budget to local authorities, they don't have the knowledge and skills to implement the plan. They need training and support'	Government official involved in prevention and response
'Even basic knowledge of violence against children being wrong is not there. We need major expansion in community outreach in this regard'	Provincial Women and Children Consultative Committee in remote province
'We can commit various ministries, but we need to spend more time supporting them to support implementation'	Government official involved in child protection
'The next Action Plan needs to involve more stakeholders to focus on sustainability'	Government official involved in prevention, active in one of the TWGs
'We need to focus more attention on involving children in how we design and how we implement programmes'	Government official involved in child protection
'Sustainability can come from incorporating action plan implementation into sector operational plans'	Government official involved in prevention and response
'We are dealing with societal change, and with systems changes in government to respond to this. We don't need targets, we need goals around these things. That is when things can be sustainable'	International NGO officer involved in VAC response
'Without an ability to protect children who have come for help, people will learn that they cannot rely on us'	District Women and Child Consultative Committee

Annex R: Considerations on Cross-Cutting Themes

This annex is linked with the Cross-Cutting Themes section of the main report, which also refers to cross-cutting themes raised in other sections.

The following table reflects the comments of children on who is at risk of violence, and who is affected by the consequences of violence:

Table 9: Comments on Who is at Risk of Violence and its Consequences

Comments	Respondents
<i>Children's Comments</i>	
'Poor and disabled children are more vulnerable to psychological bullying or violence, and boys are especially subject to physical violence, but that's because they are not obedient'. He went on to note that 'girls are more likely to be subject to sexual violence'	16-year-old male in contact with the law, rural area near Siem Reap
Two sisters living at a 'orphan home' argued that children who were LGBT were most vulnerable because they were bullied.	15 and 17-year-old girls, sisters, Preah Sihanouk
This was also mentioned by the AYRG members, who argued that LGBT rights were especially likely to be violated	Adolescent and Youth Reference Group (AYRG) members aged 15-23, Phnom Penh
'Migrated and disabled children, especially girls, poor children, and children who live on the streets. The two girls went on to note that physical violence was more likely against boys, because they did not behave'	13 and 14-year-old girls, Phnom Penh
'Generally, children with disabilities and poor students are at more risk of bullying in school. They are laughed at if they look different than others. In the absence of places in schools for children with intellectual disabilities, they were put into regular schools and they were then bullied'	Adolescent and Youth Reference Group (AYRG) members aged 15-23, Phnom Penh
'Emotional violence, such as bullying, bad language and similar was common because a child came from a poor household, was too small or too large, or somehow different was common in schools'. 'Out of school and in general, disabled children, poorer children, and girls more than boys were at risk of emotional violence'	Seven 12-17-year-old in-school boys in a rural area outside Siem Reap
'For frequency of beatings, girls are beaten more than boys because most parents love boys over girls. Boys can go out wherever they want to but girls cannot, and if girls do, they are beaten when boys are not. In addition, girls have to do housework and if they do not do it right they are beaten, but boys don't have to do these things at home'	Group of seven 15-17 year olds in a rural area outside of Siem Reap
'Poor boys are more affected by VAC, especially physical violence'	10-year-old girl, Kandal Province
'Poor children are more affected by the problem of violence, especially psychological and emotional violence'	13-year-old boy, Kandal Province
'Street, poor and disabled children are more affected by violence'	17-year-old boy, Preah Sihanouk Province
'Poor children living on the streets are abused because they have no group members to protect them so they get beat up. Girls are more at risk because boys attack them'	15-year-old girl living on the streets, Phnom Penh
'Children with disabilities, children from poorer households, street children are most at risk of emotional abuse. Boys are more likely than girls to be subject to physical violence, while girls are more likely to be subject to sexual abuse and bullying'	Adolescent and Youth Reference Group (AYRG) members aged 16-22, Phnom Penh
<i>Parent's/Caregiver's Comments</i>	
'Disabled children, children from poor households, and migrant children are more at risk, and often are in families where resources are not available to deal with problems, creating more tension'	3 male and 3 female parents in Ratanakiri Province
'Those from poor families are at risk, they are under stresses from their poverty'	2 male and 3 female parents in Battambang

When considering how well programming under the Action Plan had proceeded, key informants noted successes but also constraints. A number of these findings are included in the following table:

Table 10: Comments on risk factors and targeting

Comments	Respondents
<i>When asked about the need of programmes to recognise and respond to different risk factors</i>	
'In health we respond to the fact that most violence is against women and girls. We have been late in recognising sexual violence against boys, and that is taking time for people to believe'	Gender advisor

Comments	Respondents
'For online child exploitation, there is strong cultural acceptance that this is a problem, and that children should be protected. Those who are better connected to technology are more at risk'	NGO involved in prevention
'We have community-based social workers, so we get good referrals on things like violence against women. But they are less skilled in identifying children in need of protection, including those at imminent risk. So, we are missing some of these children in our programming'	NGO involved in VAC response
'We are very good at knowing how to reach boys and girls, about understanding their risks and their needs'	NGO involved in prevention
'The Action Plan is excellent in this regard. But implementation has been very limited. We are not sure we are reaching those most in need'	Donor agency
'Girls in society here need to be empowered to see themselves as strong as boys, and to be able to be leaders. This helps ensure that parents keep girls in school just like boys. This is important, so we target girls with this'	Service providers in an urban municipality working with an NGO involved in prevention
'We know that children in remote areas are at particular risk. But there are often no agencies working in these areas to partner with, and governments in these areas can be weak'	Donor agency
'We were all surprised at the finding of the VAC survey of the number of boys subject to sexual abuse. We know that this is not widely accepted in society so we have been careful, but we have still included this'	NGO involved in VAC response
'We see which children are most vulnerable, we know that we need to reach out to both girls and boys, children with disabilities, and children from poor families'	Local committee working with an NGO
'We recognise who is most in need, and our programming focuses just on these children'	NGO involved in VAC response
When asked about targeting those most vulnerable to violence	
'Targeting for preventing child marriage is very good, we are in the places where the problems are the worse, and we work through local partners who understand the culture and the language'	NGO involved in VAC response
'When we do overall communications, we don't always think beyond boys and girls about other types of vulnerability. Perhaps that is going on in the other programmes'	Government official involved in prevention
'The Plan refers to disabled children, ethnic minorities, and other vulnerabilities, but in implementation we don't consider these'	NGO involved in prevention and response
'We focus on children who are most at risk and living in informal settlements, or children living on the streets, children using drugs, children who have been trafficked, children in contact with the law and children subject to migration'	NGO involved in VAC response
'We target both boys and girls through child clubs, which includes disabled children. But we don't have things we do specially for them to meet what may be different needs. We are not sure if we are reaching children living in poverty over others'	Service providers in an urban municipality
'We try and target those living in poverty because we recognise risk, but we can only meet a few of those in need because of a lack of funds'	NGO involved in prevention and response
'Even when we find children that are in need of protection, we don't have places especially for boys'	NGO involved in VAC response
'One thing we don't know is how many children there are who are not Cambodian, whether they are being reached, whether they have particular problems, or anything else'	NGO involved in VAC response
'We target women and girls who have been subject to rape, but for other sexual assault they often go to traditional doctors or trusted sources if they don't want other people to know, and if they don't want to try and seek justice because they are afraid or because they don't want to report the perpetrator. So, we target, but we don't necessarily reach many of those in need'	Gender advisor
'We know that indigenous children, children who are disabled, and poor children are most at risk, and we programme with that in mind'	NGO involved in VAC response
'Here in our town, we realise that poorer children and those with disabilities are most vulnerable to violence. We carefully target them in our plans and who we try and reach'	Service providers in an urban municipality
'We know that deaf children need specific help, but there aren't funds to provide much support'	NGO involved in VAC response
'Many of the international NGOs working here know very well how to target poorer households'	NGO involved in prevention
'We are one of the few working with LGBTQI children, they are not well reached, it is a very difficult issue'	National civil society agency

Annex S: Detailed Findings on Action Plan's Objectives

Action Plan Objectives	Findings	Implications
To reduce VAC through strengthened cross-sectoral and multi-level coordination and cooperation	<ul style="list-style-type: none"> - Significant attention has been devoted to coordination and cooperation, building on strong political will - The Action Plan provided a sound basis for leveraging resources, building relationships within and between state and non-state actors, and supporting policy and planning in child protection - There are numerous constraints in coordination and cooperation, not unexpectedly, but the approach itself nevertheless remains sound. Constraints include, among others, staff turnover at sub-national levels that constrain both coordination and cooperation 	<ul style="list-style-type: none"> - Additional efforts are required in expanding support for the Action Plan within a range of ministries, and at operational levels across ministries. Those individuals implementing actions under the Action Plan in a particular ministry often see just their actions within their ministry, and do not consider the broader VAC issues - Commune level coordination is central to community programming, but child protection actions are lacking beyond responding to cases of severe abuse that come to their attention. Commune level budgeting and focus do not prioritise child protection - Government's financial investment is required beyond the investment of time and energy - There is considerable scope to more substantially influence planning and programming across sectors, including mainstreaming VAC in various national and sector policies, strategies and plans (e.g., education sector plan).
To reduce VAC through primary prevention	<ul style="list-style-type: none"> - There is no doubt that considered attention should be devoted to primary prevention, given the magnitude of the problem, and considering that high levels of violence continue to be seen as acceptable discipline - There is evidence that rapid change is possible, specifically from the positive discipline in schools programming, but that rapid change in society more broadly will remain constrained 	<ul style="list-style-type: none"> - Measuring progress in primary prevention is critical to determine how to best invest resources, including changing attitudes about VAC - One point of concern is a perception that violence is rare, that only a few cases take place each year that warrant a response. Further, even severe violence is perceived to be rare, and sexual violence against boys felt not to be an issue.
To reduce VAC by strengthening legislative and policy frameworks	<ul style="list-style-type: none"> - Political will has been central to the development of a range of policies that support child protection - The benefits of advocacy are unclear, but those respondents asked about this tended to argue that this is critical to maintain political will and programme momentum 	<ul style="list-style-type: none"> - Legal reform, while cumbersome and often slow-moving, will yield change in the long-run. Those dealing with cases of VAC note that stronger legal protections would make a difference. - Reform in protective services is also critical
To reduce VAC by strengthening the evidence base and knowledge management	<ul style="list-style-type: none"> - While there are clear efforts to improve the information base to make informed decisions, the results to date are mostly sporadic and occur at programme level, or describe only outputs at Plan level. This evaluation is one effort to strengthen coherence in this regard, but this is also constrained by a lack of documented evidence - Where programme reporting provides insights, they largely focus on success stories. Given that learning from what does not work is often stronger than learning from what does, this is problematic - The development of the Child Protection Management Information Systems is understood to be proceeding, and would be expected to be an important resource in tracking investments in VAC programming 	

Action Plan Objectives	Findings	Implications
	and in being able to consider the results of these investments	
To respond to VAC by strengthening social services	<ul style="list-style-type: none"> - There is some evidence of progress in health, education and justice and, while constraints remain severe, in child protection service provision - Child protection planning is being strengthened at both national and provincial levels, and efforts are already underway to provide additional social protection services - The progress in non-core ministries outside of social welfare and child protection and women's affairs is narrow and focused on Plan priorities, rather than integrated into sectoral plans and strategies 	

Annex T: Further comments on Recommendations

COMMENTS
Recommendation 1: Proceed with preparations for future VAC action planning
<p>While the evaluation has considered the efficacy of the Action Plan across a range of evaluation criteria and has concluded that the AP did indeed add value and should continue, the decision on the nature of any future planning needs to be further considered. This includes responding to the effects of Covid-19 and other factors, effects on raising finance (from Government and development partners, including their planning cycles), national planning needs, etc.</p> <p>In relation to the scope of the next Action Plan, the recommendation does not mean, however, that the Action Plan cannot reference and track progress in VAC more broadly, while specific programming gaps that can be filled through the Action Plan even outside of its core mandate can be considered</p> <p>Extension of the current AP in recognition of the impacts of Covid-19 and the constraints this would place on the development of the next AP also gives time to consider the scope of VAC to be covered by the AP and what would best be handled by specific programmes, such as is the case for child trafficking. Child labour is often treated separate from other forms of violence, as is child marriage, often because of the nature of programme interventions and the actors who lead these areas. This would also need to be considered as part of any discussion of AP extension</p>
Recommendation 3: To strengthen M&E, build Results Monitoring into all programme and Action Plan monitoring systems, strengthen the emphasis on learning and documenting learning, and report on progress and regress
<p>It is not clear whether this can be accomplished without monitoring being reconsidered by all actors involved in the Action Plan. It is not simply a matter of committed to tracking delivery and reporting, it is rather a revisioning of the role of monitoring in strengthening delivery under the Action Plan</p> <p>This would be critical for performance under the Action Plan, and would feed into the impact evaluation noted below.</p>
Recommendation 4: Consider setting up an impact evaluation component for the next Action Plan
<p>Impact evaluation should ideally come from a separate financing stream and be the focus on a particular development partner, rather than being linked to the specific monitoring, evaluation and learning work of various actors</p> <p>This budget should not be tracked against the Action Plan-specific monitoring, evaluation and learning budget</p> <p>It should be separately budgeted and its proportionality to the overall budget should not be an issue of concern. Rather, financing needs to be sufficient to complete the work to standard.</p>
Recommendation 5: Consider the establishment of means to track efficiency of expenditures and determine unit costs
<p>The utility of this tracking at Action Plan levels needs to be further considered during design of the next Action Plan. It may prove to be too much work with insufficient returns from doing so. That needs consideration during design</p>
Recommendation 7: Strengthen the engagement of rights-holders
<p>It is important to speak with young people through established systems, including the reference group, young parliament, school clubs, and similar. These should be underlined and means to engage on a regular basis should be considered</p> <p>There are nevertheless many young people who will not be reached through these approaches</p> <p>Participatory engagement therefore needs to take place with these children</p> <p>Children who are receiving services need to understand what is happening and why, and need to have their opinions heard and documented.</p>
Recommendation 8: Retain the five strategic areas, but restructure objectives
<p>Option 2 would be less disruptive of the current approach, and as long as there is clear differentiation of process and outcomes in the objectives, this should work</p> <p>Option 1 could be reframed as setting 'aims' or similar in terms of violence against children and systems strengthening, so that they are not confused with operational objectives</p>

COMMENTS

Policy development and reform needs to be understood and elaborated as going well beyond policies, and can include anything from policies to operational guidelines-

Recommendation 10: Devote additional attention to the integrated response to VAC

Responding to VAC faces challenges in terms of demand for services and the ability to provide services. These factors, coupled with social norms, suggest that the vast majority of children in need are not being reached, nor is it likely that they will be reached in high proportions in future

Important innovations are taking place in linking various services as a 'one-stop' mechanism looking at services from the point of view of the child. This will help to change the norms around service delivery on a case-by-case basis, and is worthy of continued investment

Strengthening informal mechanisms to provide protective services is warranted given the likely substantial reach of these services. They may be within extended families, within neighbourhoods, and within communities. They are not likely to strengthen the agency of these children, and they are likely to focus on reconciliation rather than protection, suggesting that there are constraints on how these systems can protect children

Progress made in the Primero cash management system and the CPMIS tracking of VAC in the dashboard is critical to accurately tracking reach, providing an accurate numerator. This could need to be complemented with survey data that can be used to estimate the denominator

Recommendation 11: Strengthen Multi-Sectoral Structures

The TWGs grouped together activity areas that we felt to work together by those who were involved in design. While decisions regarding the structure of the TWGs must be based on multiple considerations beyond just this evaluation, one point to raise is whether a separate TWG should exist for monitoring, evaluation, learning and knowledge management given constraints in delivery and the need to focus more attention on this under any future AP (or under AP extension)

The remit of the TWGs in terms of engaging with those implementing other child protection interventions is not fully clear, but may be an important issue for any future AP

The National Action Plan on Violence Against Women, overseen by MoWA, is specifically relevant to VAC AP coordination with other actors. At the same time, the different mandates of MoWA and MoSVY, coupled with major developments strengthening child protection delivery, warrants not integrating the two Aps

At sub-national level, the problems affecting cross-sectoral coordination for the VAC Action Plan face all such cross-sectoral actions. Strengthening child protection at these levels will be important in better positioning VAC programming, and is likely to be the best long-term solution to increased engagement in VAC. This approach appears to have worked as best as possible in some locations under the current Action Plan

At commune level, here again strengthening social protection in general should help to improve performance of these bodies in the long-run.

Annex U: Further Recommendations on the Theory of Change

Based on the discussion above in Section 4, the following recommendations are offered regarding revisiting the Theory of Change. This is in addition to the more general recommendations provided in Section 13.

Table 11: Further Recommendations on ToC

Issue	Conclusions
Scope of the Theory of Change	Retain scope relevant to VAC in Cambodia overall, and not just related to actions in the VAC Action Plan
Content of the ToC	Recognise that the outcomes are 'ultimate outcomes' for VAC programming, including for the VAC Action Plan, and specify accordingly
Content of the ToC	Consider including interim outcomes that cover the institutional strengthening, systems strengthening, and similar aspects, and consider ultimate outcomes as those that focus on reach to rights-holders
Content of the ToC	Include specific hypotheses that can then be linked to a means to test with implementation of the 2022-2026 VAC Action Plan
Content of the ToC	Consider developing 'nested' theories of change that carefully consider underlying factors, determinants, bottlenecks, and thereafter outputs and outcomes by <i>each</i> of the seven outcomes. Elaborate hypotheses for each link in the causal change and identify means to measure against this within each nested ToC area
Visualisation of the ToC	Provide a visual of the ToC and include causality arrows, linked to testable hypotheses
Visualisation of the ToC	After presentation of the main ToC, provide a breakdown of sections (activities to outputs, outputs to outcomes, outcomes to impacts) and within sections (each content area) for clarity of presentation and improved understanding. Include causality arrows, linked to testable sub-hypotheses. Ideally these would represent the nested theories of change areas
Review the ToC	Review each link in the ToC to consider continued whether hypotheses in the causal chain are valid and measurable, including based on evidence obtained from studies and reports from VAC interventions both within and outside Cambodia
Issue Arising	There are ambiguities especially at outcome level that need further definition. While the Coram report does elaborate on some points, it is insufficient to offer clarity especially when the ToC is extracted from the Coram report and included only as a visual annex in the VAC Action Plan. These outcomes can be given better definition through the nested theories of change
Issue Arising	It is evident that the vast majority of cases of VAC will continue to remain outside the legal system, even when there is merit to the different cases. One possibility is that alternative avenues of justice are explored and incorporated into the ToC as a means for Cambodia to respond to VAC
Issue Arising	ToC refers to social protection at outcome and output levels. One issue to consider is whether this can include community-based social protection mechanisms falling outside of Government and NGOs
Issue Arising	ToC refers to access to quality education, but the linkage to impact is not self-evident. While there is no doubt that such a linkage exists, it needs to be clearly specified. This could be done within a nested theory of change on education, and then brought into the main Theory of Change
Issue Arising	The reference to social protection rather than child protection needs further clarification. While the explanation refers to a more protective environment, this is more expansion than just social protection, as references under 'initiatives' reflects in the same column
Issue Arising	ToC refers to 'all forms of violence', quite correctly, as this is the proper aspirational objective. Operationally, however, Cambodia does a good job of understanding levels of risk and how to programme in this regard. This can be better broken down at output level to reflect recognition of risk factors and how to respond
Issue Arising	The last two outcomes and outputs ('Government officials, teachers ...' and 'victims of abuse ...') should be unpacked
Issues Arising	The barriers/bottlenecks specified in the ToC are rather overwhelming and not conducive to clear response unless further unpacked. Issues around non-implementation of law or resistance to long-standing gender norms, for example, require more details about the nature of the bottlenecks. These should be further unpacked so that they can be linked to statements of bottlenecks where programming attention can be focused. Where this is not possible, this can be dealt with as an entrenched bottleneck outside the scope of programming and therefore a broader framework condition that can be considered outside of VAC programming. This can be aided by the work performed in preparing the nested theories of change
Issues Arising	While the initiatives specified in the ToC are useful, broad-based determinants of VAC, each needs to be further unpacked so that they can: 1) allow the identification of programmatic actions that can be responded to in the next VAC Action Plan; and 2) inform programme level theories of change that are linked to practical actions

Annex V: Glossary

Term	Definition
After-school programmes	to extend adult supervision aim to improve children's academic achievement and school involvement by supporting their studies and offering recreational activities outside normal school hours.
Bullying	Unwanted aggressive behaviour by another child or group of children who are neither siblings nor in a romantic relationship with the victim. Includes cyber-bullying. (WHO, 2016).
Changing social and cultural gender norms and values	It aims to alter the social expectations that define "appropriate" behaviour for women and men, such as norms that dictate men have the right to control women, and which make women and girls vulnerable to physical, emotional and sexual violence by men.
Child; also, minor	A person below the age of eighteen years
Child, early and forced marriage	Child, early and forced marriage is marriage where at least one of the partners is below the age of 18 years. It also refers to marriages involving a person aged below 18 years of age in countries where the age of majority is attained earlier or upon marriage. Early marriage can also refer to marriages where both spouses are 18 years or older but other factors make them unready to consent to marriage, such as their level of physical, emotional, sexual and psychosocial development, or a lack of information regarding the person's life options. Furthermore, it includes any marriage which occurs without the full and free consent of one or both of the parties and/or where one or both of the parties is/are unable to end or leave the marriage, including as a result of duress or intense social or family pressure.
Child – Labour; also, Labour Exploitation of Children	Work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development and includes work that: is mentally, physically, socially or morally dangerous and harmful to children; deprives them of the opportunity to attend school; obliges them to leave school prematurely; or requires them to attempt to combine school attendance with excessively long and heavy work. Child labour is considered a form of exploitation of children.
Child-Friendly	Places, systems, procedures or services designed and operated in a manner that prioritizes the safety and interests of children and takes into consideration the developmental, physical, psychological, psychosocial, and spiritual wellbeing and needs of the child with particular awareness of risks to children from vulnerable or at-risk groups or in potentially harmful circumstances.
Child maltreatment	It is the abuse and neglect of children under 18 years of age. It includes all forms of physical and/or emotional ill treatment, sexual abuse, neglect, negligence and commercial or other exploitation, which results in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.
Child protection services	They investigate cases of child maltreatment and identify, assess and provide services to children and families in an effort to protect children and prevent further maltreatment, while wherever possible preserving the family. Such services are also sometimes known by other names, often attempting to reflect more family-centred (as opposed to child-centred) practices, such as "children and family services", "child welfare services" or "social services"
Child Trafficking; also, Trafficking in Person, Human Trafficking	A crime involving the movement of children within a country, or across borders, whether by force or not, for the purpose of labour or sexual exploitation.
Children in contact with the law	Anyone under age 18 who comes into contact with any justice system (criminal, civil or administrative), in any capacity – whether as victims/survivors or witnesses of a crime, the subject of a custody hearing, or as suspected or accused of committing an offence themselves.
Civil Society Organizations (CSOs)	Independent non-Government organizations serving the interest and welfare of social groups, through activities such as provision of services, community mobilization, policy research and advocacy, and are often formed and governed by members of those social groups themselves. CSOs have a special ability to undertake activities that are crucial for

Term	Definition
	an effective response to the situation on the ground. CSOs include INGOs, NGOs, DPOs, SHGs and CBOs.
Cognitive behaviour therapy	It is a short-term, goal-oriented therapeutic approach that emphasizes the role of thoughts and attitudes that influence motivations and behaviours. It promotes a practical approach to problem solving. Its goal is to change patterns of thinking or behaviour that are behind people's difficulties. It works by changing people's attitudes and their behaviour by focusing on how thoughts, beliefs and attitudes relate to the way a person behaves.

Annex W: Bios of Evaluation Team Members

Team leader, David S. COWNIE

Dr. Cownie holds a PhD in Political Science **specialising in Evaluation and Measurement**, with 33 years of experience in international cooperation and over 300 projects led or participated. He has extensively worked across Asia, including **experience in Cambodia**, Nepal, Bangladesh, Indonesia, Mongolia, India, Thailand.

His core expertise includes applied Evaluation, Results-Based Monitoring, Survey Research, Social Impact Assessment, Applied Development Research, Policy, Strategy, and Programme and Project Development and Assessment. During his career particular experience has been gained in evaluation in particular in the area of **violence against children** and, more in general, **child protection** and **social protection**, as well as policy and strategy development and review in the areas of civil society engagement, **Human Rights** and Social Justice, **HIV&AIDS**, **gender equality and gender-based violence**, **orphans and other vulnerable children**, **health and well-being**, Rural Livelihoods, Public Health, Community-Based Management.

He has worked with a range of multilateral and bilateral donors, including **UNICEF**, UN Women, UNFPA, IFAD, FAO, the World Bank, USAID, DFID, KFW, GIZ, EU, EIB, ADB, SIDA, and non-governmental organizations.

In particular, Dr. Cownie served as the main senior evaluator in the worldwide **“Protecting Children from Violence: a Comprehensive Evaluation of UNICEF’s Strategies and Programme Performance”**, implemented in 2015 for UNICEF NYC Headquarters (https://www.unicef.org/evaldatabase/files/VAC_Evaluation_Final_Report.pdf), and has recently completed several evaluations on GBV.

Finally, it is worth mentioning that Dr. Cownie has successfully worked with Lattanzio (e.g. UN Women ROAS *Thematic Evaluation on Women’s Political Participation* and Kazakhstan WB- *Impact Evaluation of Programs on Support of Small and Medium Sized Enterprises and Providing Training for Capacity Building Of Key Stakeholders*).

Lead National Expert, Amry OK

Mr. Ok has 15 years’ experience as a professional consultant in designing and implementing project M&E, mostly on **child’s rights, child protection and education-related projects**. He has undertaken various assignments, including project monitoring, final project evaluation, mid-term impact evaluation, organizational assessment, strategic plan development, external stakeholder assessment, baseline study and household survey. During the course of his consultancy jobs, he has successfully coordinated various M&E assignments for national and international NGOs, where he was responsible for designing evaluation methodology (both quantitative and qualitative), developing research tools, training data collectors/researchers, facilitating field data collection, managing and monitoring for quality assurance, performing data analysis and interpretation, writing research report and presenting the findings. Furthermore, he has extensive experience and **strong understanding of the child protection system in Cambodia** from policy to program implementation, especially in the development context. Among others, he has worked for **UNICEF**, Save the Children, Plan International, Children Future International, World Vision and directly for Cambodian Ministries and CSOs.

With Lattanzio, he has successfully implemented, as national expert, the *Outcome Evaluation of the Education Capacity Development Partnership Fund (Phase I and II)*.

Junior Evaluator, Ambra COZZI

Ms. Cozzi, staff of the international Evaluation Unit of LME, has a sound experience in Project Cycle Management, research and data analysis. With a Master’s degree in International Relations and the participation in the International Development Evaluation Association (IDEAS) European Programme for Development Evaluation Training, she has acquired a very good knowledge of evaluation methodologies and terminology, and she has developed relevant skills in the creation and analysis of databases, analysis of **qualitative and quantitative data (surveys and questionnaires)**, and documentary reviews. Her thematic fields of expertise include **gender, SGBV, human rights**, migration, and education. She has acquired excellent project management skills and specific abilities in the preparation and management of long and complex studies and projects, team coordination, multidisciplinary report writing, project financial management. Ms. Cozzi holds extensive experience in providing technical backstopping and reviewing projects’ outputs and reports, and can count on outstanding organizational, management and problem-solving skills. She has previous experience in conducting evaluation on thematic areas covered by the programme and ability to work in **conflict sensitive zones**, indeed she has concluded a **complex evaluation in DRC as Evaluation Manager and Research Assistant**, namely “joint evaluation of the programs of **fight against sexual violence** in the Democratic Republic of Congo (2005-2017)”.

She has strong knowledge of the **UNICEF** mandate and processes and she is currently managing the UNICEF Country level evaluation for Libya, implemented remotely.

National expert 2, Thou HENG

Thou is a consultant with knowledge and practical experience in both **quantitative and qualitative data collection, management and analysis**, with a particular focus on project baseline and end line, research on women participation and gender analysis. She possesses in depth knowledge of Cambodian socio-economic context and 7 consecutive year of experience on Right Based Approach Projects in Cambodia. She has attended training courses on Human Rights and feminism in southeast Asia and has specifically worked on Right to information and Women Rights, gender mainstreaming in policies and projects as well as the development of gender mainstreaming tools. Moreover, she has practical experience in programme design and result based management (logical framework design) and seven years of proven working experience in the field of advocacy, lobbying and communication with various stakeholders. Finally, she speaks fluently Khmer and English and previously worked as a translator and interpreter

Quality advisor, Elena BUONOMINI

Social development expert with 20 years of experience in project planning, evaluation, institutional building and participatory strategy design. Ms. Buonomini has excellent management skills and specific abilities in the supervision of long and complex studies, **team coordination, facilitation of multi-stakeholders' learning processes**. She has gained substantial experience in managing, supervising and providing **quality control of complex evaluation exercises**, covering several countries and sectors. Her expertise spans from support to **civil society, people's participation and empowerment, human and child rights, gender equality**, to local development and poverty reduction. She was involved as manager and quality assurance advisor in the worldwide "Protecting Children from Violence: a Comprehensive Evaluation of UNICEF's Strategies and Programme Performance", implemented in 2015 for UNICEF NYC Headquarters (https://www.unicef.org/evaldatabase/files/VAC_Evaluation_Final_Report.pdf). With extensive field experience, Ms. Buonomini has excellent knowledge of evaluation methodologies, qualitative research methods, as well as strong interpersonal, organisational and communication skills, including flexibility, a problem-solving attitude and the ability to efficiently work and deliver under pressure. Key qualifications include:

- Excellent knowledge of **instruments and programmes** of external co-operation of international donors;
- Very good knowledge of **evaluation approaches and methodologies**, including those of the EC, UN agencies (UN Women, UNDP, UNICEF, ILO etc.), Danida, etc.;
- Excellent project management skills and specific abilities in the preparation and management of complex projects and evaluations and **team coordination**;
- Very good knowledge of participatory approaches and research methods, with extensive experience in stakeholder and beneficiary analysis; multi-stakeholders' learning processes and consultations, organization and facilitation of participatory workshops and training sessions;
- Extensive experience in providing **quality assurance** and technical backstopping of complex projects and evaluations, supervising overall quality of project/evaluation performance, reviewing project/evaluation outputs and reports.

