

Mid-Term Funding Report Form

Global Standard for CSO Accountability – Extension Phase 2018/19

SECTION 1: General Information

Name of organisation that received funds: Cooperation Committee for Cambodia (CCC)

Project title: Enhancing the Accountability's CSOs within Cambodia through the Global Standard

Funding period (start and end date): 1 October 2019 to 30 September 2020

Grant Amount: Euro 2,5000

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SECTION 1: Narrative Reporting

Please provide an update on how project implementation has developed vis-à-vis the project plan:

CCC works closely with eleven local applicant NGOs to enhance the internal systems, policies, and practices toward the organizations well practice the good governance, accountability and transparency through utilizing the accountability framework which is the paramount initiative from nine managing code organizations in the world, called Global Standard for CSO Accountability (GS).

Because of trusting the capacity of CCC specially the content of GS to strengthen the internal systems, policies, and practices, those applicant NGOs still provide a continuous and mutual support, good cooperation with CCC in providing the useful internal documents like financial policy, staff manual, strategic plan, audit report, etc. and coordinating the key relevant stakeholders including donors, finance team, and senior management members for CCC to do the organizational capacity assessment as well as to introduce the project of Global Standard.



1.1 Promote the use of and engagement with the Global Standard through its partnership

1.1.1 Facilitate preparation workshop on GS with 10 NGOs

CCC developed and made an announcement of the project GS through media to recruit the local non-governmental organizations (NGOs) to participate the project. CCC received 13 local NGO applications and 11 of 13 applicant NGOs were selected to join the project owing to the fact that they met the criterion for selection as follows:

- Have notification letter from Ministry of Interior or other relevant ministries
- Have funding to implement the project at least one year
- Have main office to operate their activities
- Have the written policies (staff policy, financial policy, etc.) in office
- Have a governing body with at least three members.

In January 2020, eleven NGOs from Cambodia, including Komar Rikreay Association (KMR), Women's Resource Center (WRC), EGBOK, Trailblazer Cambodia Organization (TCO), Samaky, Phare Ponleu Selpak Association (PPS), Save Vulnerable Cambodia (SVC), Conserve Indigenous Peoples Languages Organization (CIPL), Cambodian Rural Students Trust (CRST), Children and Women Development Center in Cambodia (CWDC), and Cambodia Young Men's Christian Association (YMCA) attended a workshop conducted by CCC on CSO good governance, transparency and accountability. As a result, these 11 NGOs committed to advance transparency and accountability within their own organizations through adoption, self-reflection, and learning around the 12 commitments and key action points of the Global Standard.

The eleven NGOs expressed strong interest with the 12 commitments and key action points and committed to integrate the GS into their internal systems and organizational policies. Three of the organizations attending the workshop (Samaky, EGBOK, and WRC) prioritized future efforts around Cluster C commitments: #9 on empowered and effective staff and volunteers, #11 on responsive decision-making, and #12 on responsible leadership. A set of four other NGOs (SVC, PPS, TCO, and KMR) decided to work around Cluster B commitment #5 on people-driven work, #6 on strong partnerships, #7 on advocating for fundamental change, and #8 on open organizations, due to the fact that these four commitments encourage putting the people with whom an organization's work at center stage, work in partnerships, conduct evidence-based advocacy, and promote transparency of an organization's own successes and failures. Last but not least, four other NGOs (CIPL, CWDC, CRST, and YMCA) agreed to undertake work around Cluster A commitments #1, #2, #3, and 4 as these four commitments foster women rights and gender equality, protection of the environment; and justice and inclusion; thus, they contribute to having a positive lasting change in society.

As the 11 NGOs showed a high commitment to reflect, learn, and integrate the GS into their organizations' operations, CCC agreed to provide support through coaching and guidance in order to adapt the GS to their own needs and realities. In this regard, CCC will help review internal systems and policies and discuss with key relevant stakeholders such as the NGOs'



staff, senior management team, board of directors, and donors to develop a work plan in order to guide how to implement the GS within each organization so it can strengthen the NGOs' own capacities.

1.1.2 Facilitate the organizational assessment

CCC developed the self-assessment tool for 11 applicant NGOs to assess the internal capacity of the organization related to the good governance, good resource management, and dynamic program practices. Through the self-assessment tool, 11 applicant NGOs used it to assess the internal capacity and sent back the result to CCC for review and clarification. To clarify with existing result from 11 applicant NGOs, CCC met individual office of 11 applicant NGOs with two specific teams, management team and finance team, including to review the supporting documents relating to finance transaction and system, human resource document, and other meeting minutes. As a result, we found out the improvement areas of 11 applicant NGOs especially the gape or a chance that we could integrate the content of GS into those 11 applicant NGOs.



1.1.3 Produce organizational assessment reports

Based on the self-assessment tool and face-to-face individual meeting with 11 applicant NGOs, the report of 11 applicant NGOs was produced in order to define the gaps and find out an opportunity to integrate the content of GS. Regarding the report, CCC is going to work with 11 applicant NGOs on the specific areas as follows:

- Human Resource Management (HRM) Policy/Staff Manual: CCC is going to support 11 applicant NGOs to review and revise the HRM to make sure it really aligns with the content of GS on the cluster one (respect the human rights, gender equality, child rights, etc.)
- Financial Policy: CCC is going to work with 11 applicant NGOs to review and revise the financial policy and also go deeply on the system and daily practice to make sure financial system, policy, and practices well inform the accountability and transparency within the organization specially to make sure it could align with the cluster 3 of GS relating to the use of resource transparently and effectively.
- Monitoring and Evaluation (M&E): CCC is going to provide general concept of M&E and go deeply to the design on M&E framework/plan, data collection tools, report writing, etc. specially to make sure the project development and implementation strongly alignment with the cluster 2 of the GS related to the participatory approaches of developing the proposal, strongly partnership, etc.

1.2 Create a knowledge pool on how the Global Standard enhances the impact and resilience.

1.2.1 Develop the assessment tool aligning with GS

With the high intention to work with 11 applicant NGOs to enhance the internal system, policies, and practices toward the NGOs well practice accountability, CCC initiates the self-assessment tool with highly reflection to the GS content for applicant NGOs to learn, review, and make a change the internal practices and policy of the organization. As a result, the self-assessment tool and crucial guiding questionnaires for senior management team and finance team were developed successfully and used by 11 applicant NGOs.

1.2.2 Promote the contents of GS through social media like twitter, Facebook, website, etc.

Because of the fact that the content of the GS legitimizes the Governance and Professional Practices Standards (GPP), CCC uploaded both Global Standard and guiding material into the CCC website which could access through this link: <https://www.ccc-cambodia.org/en/what-we-do/governance-system-and-tools/global-standard-for>



[-cso-accountability](#). Moreover, in the website, we also wrote some texts to promote the GS which could use to enhance the CSO's accountability.

CCC shared the monthly newsletter with its relevant stakeholders such as 204 CCC's members, 15 provincial NGO's network, and 104 CCC's working group members (Information Communication Technology, Finance, Human Resource Working Group, Community Based Organization, Taxation, Research Advisory Board, Do No Harm, Monitoring and Evaluation). CCC highly promotes the contents of GS with its members and key relevant stakeholders. For example, CCC included the key contents of GS into the 2018 annual report which could access through [this link: https://www.ccc-cambodia.org/en/resources/ccc-publications-and-reports/reports/annual-report-2018-on-the-page-14](https://www.ccc-cambodia.org/en/resources/ccc-publications-and-reports/reports/annual-report-2018-on-the-page-14).

Last but not least, CCC posted the video of GS and GS Standard in CCC's Facebook.

1.2.3 Produce newsletter/content for blog spot

With the successful workshop on 31 January 2019, 11 applicant NGOs give high values to the content of GS. For example, they reflected the internal system, practices, and policies compared with three clusters, 12 commitments, key action points, the contents of blog spot on a journey towards transparency and accountability was developed, finalized, and included into the newsletter April 2020.

2. Please share your key successes, challenges and any unforeseen changes so far.

Key successes:

- Through the key support and intervention from CCC, 11 applicant NGOs expressed their satisfaction to work closely with CCC to review and revise the internal systems, policies, and practices aligning with three clusters, 12 commitments and key actions of the GS. Moreover, they strongly hope that their organization will be improved on internal systems, policies and practices through implementing the GS.

Key challenges:

- Due to COVID-19, CCC could not implement the project as stated in the proposal. However, CCC decided to make some changes/adjustments the method from working face-to-face to online training and meeting.



3. Do you have any suggestions or needs for further support and collaboration from or with the Centre and/or other Project Partners?

- No,

4. Please share any further information you think would be of interest for the following up and implementing during the remaining project period:

- CCC is going to finalize the Global Standard in Khmer version
- CCC is going to set up the online platform to share the content of GS within CSOs in Cambodia

SECTION 2: Financial Reporting

Please fill in the template sent to you, if there are any changes from the proposal budget, please mark those clearly in the budget and provide a short explanation so it is easy to follow.