

DRAFT Management Responses to Key Recommendations
Mid-term Review of Project to Support to Leading the Way for Gender Equality
Date: 10 January 2020

Status update: Not initiated, Initiated, Not applicable, Completed

Management response: Disagreed, Partially Agreed, Agreed

Key Recommendations	Management Response	Key Action(s)	Responsible Parties	Time Frame	Status*	Comments
A. Operational recommendations						
Recommendation 1: Reinforce LWGE program implementation with UNDP as the key driving force.	Agree	<ul style="list-style-type: none"> Continue the modality of National TAs to provide coaching and mentoring closely to MoWA with focus on the M&E and RBM. Two National Consultants will be recruited. Increase oversight time allocation both for programme and finance up to 40% 	UNDP	Q4 2020	Initiated	
Recommendation 2: Advocate for approval of the drafted gender policy documents.	Agree	<ul style="list-style-type: none"> Increase the number of consultations with relevant stakeholders particularly CSOs who represent women, girls and vulnerable group. Ensure suggested comments/inputs from stakeholders are 	MoWA	Q4 2020	Initiated	

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		extensively analysed and incorporated.				
Recommendation 3: Follow up with the identification of financial commitments to support NGP and NRV and lobby if needed.	Agree	<ul style="list-style-type: none"> MoWA will work with MEF and LMs to strengthen the GRB tool implication for national fund and CDC/CRDB for ODA Strengthening TWG-G function to work on it esp with DPs and CSOs and private sectors CNCW meeting will be served for the national budget 	MoWA	Dec 2020	Initiated	
Recommendation 4: Concentrate more on capacity development of MoWA, incl. at the individual level.	Agree	<ul style="list-style-type: none"> The same to Re. #1. Two National Consultants will be recruited to provide mentoring and coaching support to MoWA to implement and monitor and track results at individual level following the Capacity Development Frameworks. 	UNDP, MoWA	Q4 2020	Initiated	
Recommendation 5: Provide tailored assistance to MoWA units on integration the RBM approach.	Agree	<ul style="list-style-type: none"> Same response as #4. The TAs will be specifically focus on M&E and RBM. 	UNDP MoWA	Nov 2020	Initiated	

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		<ul style="list-style-type: none"> MoWA Management team will appointed staffs to twin with the TAs to develop necessary tools to track results and adopt the RBM approach. 				
Recommendation 6: Provide coaching to program management unit in integration capacity development in MoWA units and encourage further coaching of MoWA of other Cambodian public institutions.	Agree	Same response at # 4 and 5	MoWA UNDP	Nov 2020	Initiated	
Recommendation 7: Provide evaluation support to the Secretariat of NCDD in evaluation the strategy and action plan on advancing women on decision making on SNA.	Disagree	This is outside of the project scope	NA	NA	Not applicable	
Recommendation 8: Encourage development of the Back-Home Action Plans by the participants after the study visits and/or thematic trainings.	Agree	UNDP shares the template of Back to Office Report for the LWGE program use for learning and apply	UNDP MoWA	Nov 2020	Initiated	

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Recommendation 9: Involve UN WOMEN more actively, especially during the last six months in the perspective of taking over and development of the next initiative.	Agree	<ul style="list-style-type: none"> MoWA, UNDP and UN Women will meet together to define the clear enagement format of UN Women in the programme. 	UNDP MoWA UN Women	Nov 2020	Initiated	
B. Strategic recommendations.						
Recommendation 10: Develop a two-component program mostly focused on: 1) Cross-sectorial/ministerial gender mainstreaming and 2) Development of the RBM-based M&E system within MoWA.	N/A	This recommendation will take into consideration when designing the next phase of the programme.	NA	NA	Not applicable	
Recommendation 11: Maintain capacity development as back up component and involve a Capacity Development Consultant responsible with CDF implementation.	Agree	Same response as # 4 and 5	UNDP MoWA	Dec 2020	Initiated	
Recommendation 12: Apply the Principle „Do less, but do better” and narrow down the results during the project management cycle.	Agree	MoWA, UNDP and Sida will meet up to discuss the priorities for the final year of implementation and adopt this principle.	UNDP MoWA Sida	Dec 2020	Initiated	

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Recommendation 13: Handover the <i>educational subcomponent</i> to MoEYS, and <i>media sensitization subcomponent</i> to MoInf and involve additional implementing partners.	Partially Agree	This recommendation/model will be discussed in the design of NR-V and National Gender Policy.	MoWA	Q4 2020	Not initiated	
Recommendation 14: Develop a monitoring mechanism of Media Code of Conduct on violence against Women and hand it over to MoInf.	Agree	A working group on monitoring media code of conducts is establish and the tool will be discussed in the working group meeting.	MoWA	Nov 2020	Initiated	
Recommendation 15: Consider development of the blended learning format on GEWE for the civil servants.	N/A	This recommendation is beyond the programme scope.	NA	NA	Not applicable	
Recommendation 16: Involve more actively civil society organizations in the next program.	Agree	This recommendation will be adopted in the design of new programme.	MoWA	NA	Not applicable	