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VOICE

TO EMPOWER, TO AMPLIFY
AND TO INFLUENCE



VOICE CAMBODIA JOURNEY

2017 - 2024

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ABOUT VOICE

Initiated by the Netherlands Ministry of Foreign Affairs (MoFA), the Voice programme funds civil society groups that breathe and live NOW-Us! (Nothing About Us Without Us) in our collective journey to an inclusive world. Voice has strict processes required for implementation in line with the tender.

SO, WHAT IS VOICE?

Voice is an innovative grant facility that aims at strengthening the capacity for lobby and advocacy of civil society organisations and representatives of rightsholders and rightsholder groups to empower them and to have their voices heard and respected. As these groups are hard to reach, innovative ideas and approaches are encouraged in the areas of capacity strengthening, lobbying, and advocacy (which we call influencing).

Within Voice we look at **intersecting inequalities** or **overlapping vulnerabilities**, resulting in people feeling doubly discriminated and excluded. The voices of women and girls are prioritized as they are doubly affected by traditional gender stereotypes exacerbating exclusion.

Voice is executed by a consortium of Oxfam Novib and Hivos which coordinate the programme at the national level in the ten Voice focus countries. Oxfam in Cambodia is responsible for Voice Cambodia.

Voice supports five rightsholder groups:



VOICE IMPACT THEMES

Voice has defined the following specific priorities:



IMPROVED ACCESS TO (PRODUCTIVE) RESOURCES (FINANCE, LAND AND WATER) AND EMPLOYMENT



IMPROVED ACCESS TO SOCIAL SERVICES, HEALTH AND EDUCATION IN PARTICULAR



SPACE FOR POLITICAL AND CITIZEN ENGAGEMENT

APPROACH

Voice provides resources to strengthen the voice and influencing capacity of discriminated marginalized groups and their representatives. The Voice distinguished three particular pathways:

1 Empowerment: a process that people need to own and work on. At the same time, ownership leads to building confidence and enhances self-esteem.



I've never thought about the significance of having an opportunity to participate, and no one has told me to do so. Thus, I felt insecure when stepping outside the house alone. I felt like to lose all my freedom I couldn't go anywhere without my family accompanying me, but since I have my other family (WWD-LAN), I felt so empowered and now I can go everywhere alone because I want to explore more in this society". _Srey Pich, PwD from WWD-LAN's member.

"Together, let's create a world where everyone feels included, supported, and empowered to project their unique voices." _ Socheata Long_ member of Love Is Diversity





2 Amplify: a process of acquiring the means and support to express and raise your voices. The collective amplification of voices can build a critical mass of allies, instrumental for the social change we seek in the Voice impact areas.

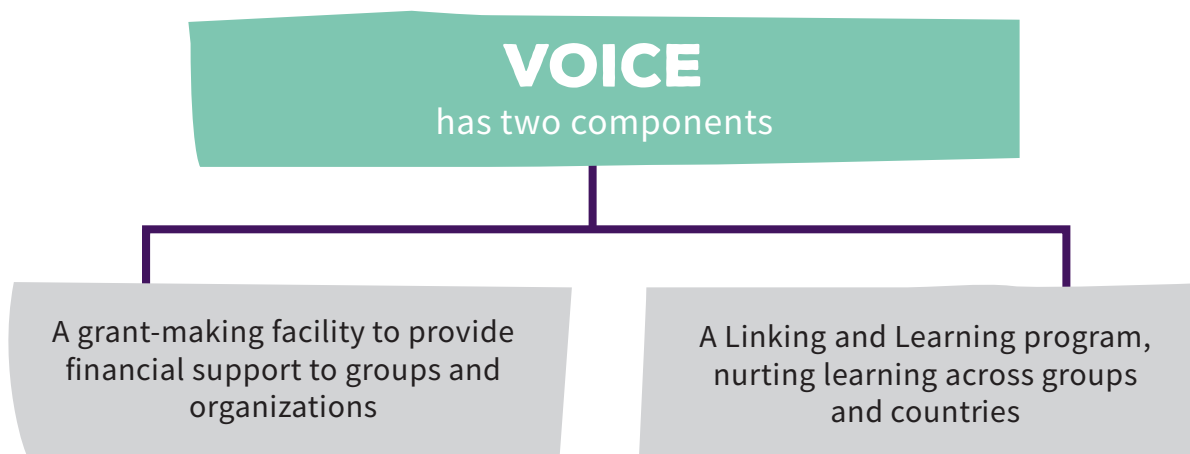
“I want to urge the elders to inspire the younger generation to seek knowledge. Marrying at a young age is not beneficial, only education can bring about a better life for them,” Rady, IP youth from Bophana Centre.



3 Influence: a process where rightsholders and their representative will use a range of lobby and advocacy tools to influence individual, families, communities, private business, religious leaders, (social) media, and other decision maker’s policies, and behaviors.



“I am very proud of working with and for older people. I am very privilege to be a president of CAN represent older people at national level and advocate for social pension and health care services which are the most important needs of older people and me as an older person as well.”
_Ou Vanda, president of Cambodian Ageing Network (CAN).



TOTAL BUDGET

Voice total budget is **EUR 86 million** over **8 years** program for the **10 countries** including **EUR 50 million** for the first phase (2016-2021) and **EUR 36 million** for the extension (2021-2024).

It has two main components: a **EUR 60.2 million** grant fund, and a **EUR 25.8 million** allocation for Programme Management and Linking & Learning. **Voice Cambodia** has allocated around **EUR 4.051.728**.



HOW DO WE WORK ON THE GRANT FACILITY?

GRANT MANAGEMENT CYCLE:

Voice grant facility is designed to support informal groups as well as formal organisations and networks, although the applicant needs to be legally registered or recognised and have a bank account in the applicant's name. The Voice's grant types are as follows:

VOICE INNOVATION GRANT FACILITY:

EMPOWERMENT GRANTS

Informal groups or organizations led by rightsholders to raise awareness, develop transformative leadership, build confidence and skills, strengthen capacities, and work on their own empowerment process -at the individual and/or organizational level.

INNOVATE AND LEARN GRANTS

Rightsholder groups who want to work with organizations and social enterprises to test, scale, and share new inclusive approaches. The approaches are more about human-centered design, learning by doing, and Linking & Learning, and less on technology/new applications.

INFLUENCING GRANTS

Organizations and networks led by rightsholders and/or their representatives or allies, using a range of lobby and advocacy tools to influence the policies, programs/ services, and/or behaviors of individuals, families, communities, private and public sectors, and decision-makers.

SUDDEN OPPORTUNITY GRANTS

Creating flexibility to undertake collective action to address specific unanticipated opportunities to influence policy or to deal with a threat, such as the reduction of civic space, which impacts one or more of the rightsholders (groups) in one or more of the impact themes.



CONTEXT ANALYSIS



Before the initial Calls for Proposals (CfP) were launched, Voice Cambodia engaged in a participatory analysis of the social, political, economic, and cultural context in the ten countries covered by Voice. The analyses described the situation of the five rightsholder groups, the legal framework they operated in, the core issues they wanted to change, and potential allies. The update informed the Voice team on specific legal and social issues and priority campaigns, which were translated into targeted Calls for Proposals.

Zooming out

Fostering change

Voice is unique in addressing issues through an intersectional approach that creates spaces for all rightsholder groups to voice their concerns. The programme should further look for new initiatives to address the issues and needs of support of rightsholder group and to scale up based on lessons learned and good practices.

In terms of fostering change, the analysis makes the following recommendations for further supporting rightsholders:

- The current focus on rightsholder groups must be retained. The express separation of youth initiatives from the elderly rightsholder group should be made further clear.
- Continue reaching out to rightsholder groups and organisations that are hard to reach or the “invisible group” including people with mental health conditions, people with hearing or vision impairments, and people who use drugs, particularly those in the indigenous community and among women.
- Consider increasing support on mental health issues since it is an emerging need affecting all rightsholder groups particularly post the COVID-19 pandemic.

Link to Cambodia context analysis on Voice website <https://voice.global/country/cambodia/>

CALLS FOR PROPOSALS



Calls for Proposals (CfP) were regularly launched via the Voice website to solicit applications for grants. **We could not accept any proposals which were not in response to CfP.** A CfP outlined:

- (1) focus areas of the call done either through questions or outlined'
- (2) Rightsholders and thematic focus;
- (3) funding information;
- (4) eligibility criteria;
- (5) the application process, and
- (6) where an applicant could receive further information.

PROJECT

Connecting Voice(s) in Cambodia

<div>GRANT</div> <div> <div>Innovate and Learn Grant</div> </div> <div>CALL FOR PROPOSAL</div> <div>Linking & Learning Facilitation V-21167-KH-IL</div> <div>AMOUNT FUNDED</div> <div>170,437 EURO</div> <div>PROJECT DURATION</div> <div>01 Jul 2021 - 31 Dec 2023</div>	<div>RIGHTSHOLDER GROUPS</div> <div> <div>Indigenous People and ethnic minorities</div> </div> <div> <div>Lesbian, gay, bisexual, transgender and intersex (LGBTI) people</div> </div> <div> <div>People with disabilities</div> </div> <div> <div>Vulnerable elderly and youth</div> </div> <div> <div>Women facing exploitation, abuse and/or violence</div> </div> <div>IMPACT THEMES</div> <div> <div>Improved Access to Resources and Employment</div> </div> <div> <div>Improved Access to Social Services, Health and Education</div> </div> <div> <div>Space for political participation</div> </div>	<div>LEAD ORGANISATION</div> <div>Live and Learn Cambodia</div> <div>COUNTRY</div> <div>Cambodia</div>
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Disclaimer

Whistleblower

Total number of Calls for Proposal over the last 8 years



OUTREACH

The Calls for Proposal (CfP) were intended to reach and attract the right rightsholder groups. Outreach to these groups played a particularly important role within Voice. Overall, solid and creative outreach programming ensures that Voice received strong interest among potential grantees and high-quality grant applications. Outreach activities needed to be inclusive and gender sensitive. Through everyday interactions, the discussion of Voice funding opportunities with the rightsholder-led organisations was also part of the outreach activities.

What ideas/outreach plans did you have to reach smaller and hidden groups in Cambodia?

- ▶ Online and offline platforms. Social media was very popular including Facebook Live
- ▶ Promotional events, campaigns, and roadshows were conducted in targeted remote areas using 'IEC' materials
- ▶ Maximised the promotion/outreach fund
- ▶ Information sessions were held in different regional areas of Cambodia with various CSO networks, individual, or unregistered groups
- ▶ Individual advocacy and network with existing “beneficiaries” and grantees and grass root or community structures helped reach those who were difficult to access in hard-to-reach areas
- ▶ The idea of “Voice Ambassadors” (NOW-Us! Award program) was proposed.





Figure 1: Facebook livestream on new Call for Proposals





Figure 2: Inception workshop in Phnom Penh

GRANT SELECTION PROCESS

After the Call for Proposals were closed, the Voice country team conducted the reviewing of the proposals and assessment following the criteria mentioned in the Voice grant manual as guided by the Voice process manual.

GRANT SELECTION PROCESS	
1. Approved 	<ul style="list-style-type: none"> ▶ Exported Application Form (Smartsheet) ▶ Project budget ▶ Project Workplan ▶ Risk Assessment Matrix ▶ Donor reference check/s ▶ Annual reports ▶ Audit reports ▶ Government registration ▶ Organization's manuals (e.g., HR, admin, finance manuals) ▶ Bank statement ▶ (any form) communication to the applicant on project proposal approval
2. Rejected 	<ul style="list-style-type: none"> ▶ Project budget ▶ Project workplan ▶ Risk assessment matrix ▶ (any form) communication to applicants on project application rejection
3. Under Assessment 	<p>Only for proposals that passed eligibility and pre-screening. Once approvals are decided, this folder should be empty.</p> <ul style="list-style-type: none"> ▶ Exported Application Form (Smartsheet) ▶ Project budget ▶ Project Workplan ▶ Risk Assessment Matrix

GRANT SELECTION PROCESS	
4. Call for Proposal Documents 	<ul style="list-style-type: none"> ▶ CfP write-up ▶ Grants Manual ▶ Website text ▶ Proposal application form with a link to the Smartsheet form (offline Smartsheet version) ▶ Budget template ▶ Eligibility test (if applicable) ▶ Outreach materials (e.g., Canva announcements on the CfP)
5. Assessment 	<ul style="list-style-type: none"> ▶ Project Assessment and Scoring Tool (containing eligibility, pre-screening, project check, and organisational assessment) ▶ Finalised and signed-off Selection Report / Memo on Project Approval to Selection Panel

GRANT MANAGEMENT

After the proposal was granted the award, all files related to the approved grant were moved or copied to the “Grantee Management” Box folder. The Grantee Management folder contained all files and documents related to the grantee implementation process. It included, for example, the final step of the various Adobe processes Your One Stop Approval Shop (YOSAS and transfer), the grant contract, reports and documentation from the grantee.

GRANT MANAGEMENT	
1. Proposal	<ul style="list-style-type: none"> ▶ Final and approved application form (exported from Smartsheet) ▶ Final and approved project budget

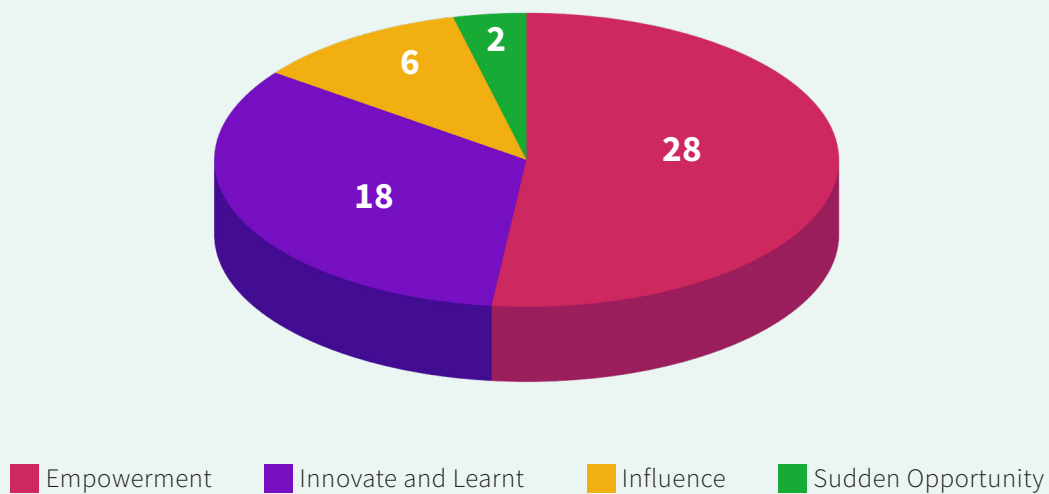
GRANT MANAGEMENT	
	<ul style="list-style-type: none"> ▶ Final and approved project workplan ▶ Final and approved Risk Assessment Matrix ▶ Donors reference check ▶ Annual reports ▶ Audit reports ▶ Government registration ▶ Organisation's manuals (e.g., HR, admin, finance manuals) ▶ Bank statement ▶ Project Assessment and Scoring Tool (containing eligibility, pre-screening, project check, and organisational assessment) ▶ Final version and signed-off Selection Report / Memo on Project Approval to Selection Panel
2. Contract and Transfers 	<ul style="list-style-type: none"> ▶ Yosas Step 7 ▶ Signed Grant Agreement by both parties (with complete annexes) ▶ Grant Amendments (i.e., No-Cost Extension, Cost Extension) and communication requests from grantees ▶ Signed Transfer Letters ▶ Transfer Step 9 of each transfer ▶ Bank statement (with exchange rate) as a replacement for Acknowledgement of Receipt (AORs)
3. Grantee Reports	<ul style="list-style-type: none"> ▶ Conversation-based reporting recording ▶ Financial reports ▶ Approved and final version of the Annual Report/s (exported from Smartsheet)

GRANT MANAGEMENT	
	<ul style="list-style-type: none"> ▶ Assessment form of progress and final reports (Both Narrative & Financial) ▶ Audit Report ▶ Approved and final version of the End of Project (exported from Smartsheet) ▶ Operational budget ▶ Expenditure verification (if applicable)
4. Grantee Outputs 	<ul style="list-style-type: none"> ▶ Videos, social media outputs, products, campaign materials, press release documents, info sheets, etc.
5. Notes and Minutes 	<ul style="list-style-type: none"> ▶ Minutes of calls and meetings with grantees relating to their Voice project
6. Confidential (NOT FOR GRANTEES) 	<ul style="list-style-type: none"> ▶ (if applicable) confidential documentation regarding the grantee
7. Photos 	<ul style="list-style-type: none"> ▶ Photos produced by grantees within the Voice project duration

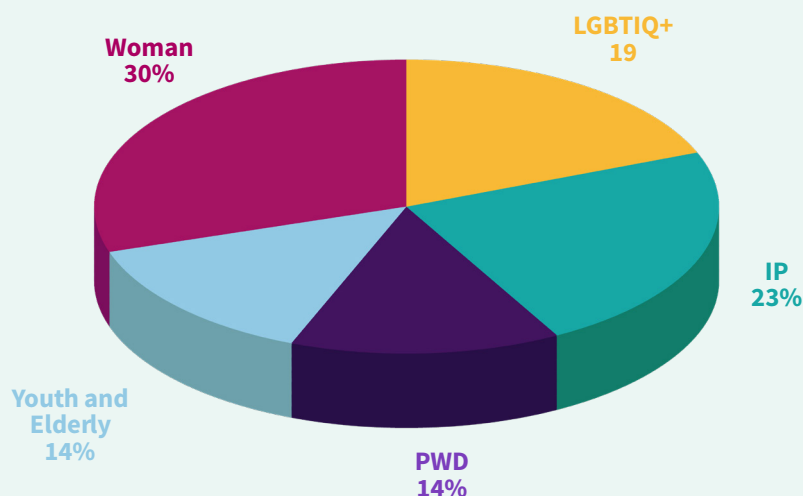
IMPACT HIGHLIGHTS OF GRANT FACILITY 2017-2024

Voice Cambodia launched its programme in December 2016 and implemented it for eight years. We allocated approved grants to 54 local grantees partners and directly reached around 68,968 rightsholder groups under its initiative.

Total Grant approved for Voice Cambodia: 54



Rightsholder groups reached around 68,968 in Cambodia from 2017-2024



Voice Cambodia, through its pathways of change, impacted the five rightsholder groups in accessing productive resources, social services, and political participation. The rightsholder groups were empowered, increasing their capacity and confidence, and creating a strong foundation. They were encouraged to speak up, voice out their concerns, and demand their rights for inclusive access to social services, social protection, and space to participate in decision-making. An increase in peer-to-peer support, building trust, and solidarity among each community, was observed as a result of their project initiatives.



Amplifying provided tools and support to make voices louder, leading to a bigger impact when individuals came together. Some other changes were recorded in the increasing of the rightsholder's voices and visibility, recognition, acceptance, and coming out for those who hid their real identity due to discrimination and the left behind groups.



Influencing involved using various methods to drive change, such as engaging with leaders and utilizing (social) media. One of the successful influencing works was done by the elderly people where the representatives from the Cambodia Aging Network was officially appointed and actively engaged in the Technical Working Group to develop the National Aging Policy Action Plan 2021-2025 by the Ministry of Social Affairs, Veteran and Youth Rehabilitation (MoSVY).

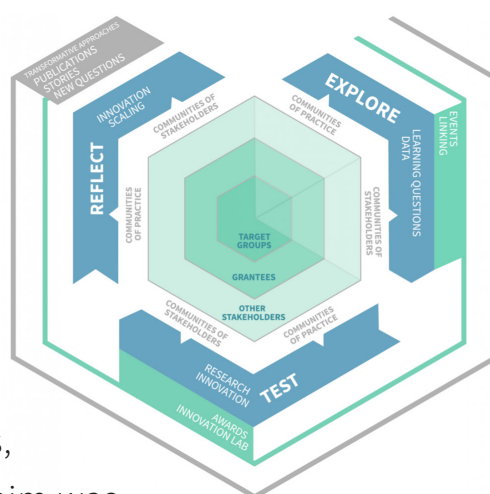




LINKING AND LEARNING



Linking & Learning was another important part of the Voice program. It was a platform that fosters collaboration, connection, knowledge sharing, innovation, and application of new knowledge for effective project implementation and delivery within the community. The community included grantee partners, rightsholders, and other stakeholders. The aim was to generate evidence-based learning and innovative solutions to project implementation challenges, with the goal of achieving transformative change for rightsholders who faced marginalization and discrimination.



Voice Linking and Learning and Amplification was **grantee centred**: it wasn't about Voice but about the grantees and rightsholder groups. It focused on how civil society can move on without us being there. We promoted inter-grantee connections as well as linkages to local platforms that would go on after Voice programme was finished. We brought the Voice rightsholder groups together so they could learn from each other's situations and challenges. This **built solidarity and created opportunities for different voices to mutually support each other**. It led to new ways of **sustaining connections and collaborations beyond Voice**.



Figure 4 Final Reflection with all grantees partner on Linking and Learning Journey

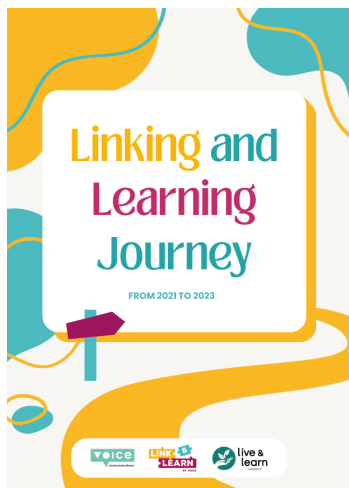
Live and Learn Cambodia was the **Linking and Learning Facilitator for Voice Cambodia**. Voice Linking and Learning referred to the total activities, processes and trajectories realized to boost collaboration, connectedness, sharing, listening, learning, innovation, and the application of new knowledge among grantees.

IMPACT HIGHLIGHTS OF LINKING AND LEARNING



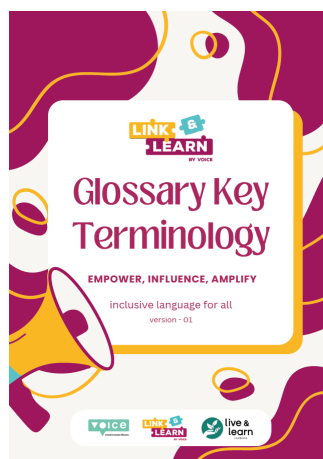
Below were the key outcomes and publications resulting from the Cambodia Linking & Learning platform:

► **Linking and Learning Journey** This booklet described the journey of the



Linking and Learning Programme here in Cambodia from 2021-2023. Linking and Learning was integrated into everything that was done. We asked everyone, including ourselves, to reflect on our own practices, needs and communities. We encouraged everyone to explore what others were doing, see what had happened before and learn from what others had done. Lastly, we invited everyone to take a test —trying new ideas, new methodologies and new ways of working. If it did not work, they reflect on why and start the process all over again. If it did work, they reflected on how it could be improved.

► **A Glossary** guide covering the basic key terminologies and inclusive languages used among the 5 rightsholder groups. It also elaborated on the challenges they were facing each day.



► **Voice Cambodia Grantee Directory Mapping**

was an innovative tool designed as a communication and coordination method throughout the project implementation amongst the grantees, rightsholder groups, and local authorities to enhance engagements and collaborations effectively and timely.

- **Cambodian Community of Practice (CCoP):** Communities of Practice (CoP) became more vibrant and allowed grantee partners to develop and pitch new collaborative ideas.



TESTIMONY OF CAMBODIA COMMUNITY OF PRACTICE (CCOP)



Art and Mental Health (AMH) with Sign Language

for All (SLC) co-established a Community of Practice initiative that provided an inclusive and safe space. “Paint Your Emotion”, the space is for Deaf people to explore and visually speak their emotions through art painting. It offered an outlet for feelings and supported the way Deaf people should live their lives, being Deaf and proud.

‘Mother’ (is a new play developed and performed by a Community of Practice (CoP) in Voice Cambodia composed of people with disabilities from WWD-LAN / KHEN, the elderly community members from the Older People Association (OPA), and in collaboration with Lakhorn Komnit Organization (LKO and the community key actors. This first performance marks a triumph of inclusivity and the courage to address sensitive topics directly.



“We have participated in several of its events and found it very helpful to our work. It doesn’t only offer us a space to connect with other like-minded and broader stakeholders to learn from each other, share, and speak together on our collective or individual issues, but it also provides us relevant knowledge and capacity to further our work and beyond.”

– **a participant in Linking and Learning.**

Stories/Powerful quotes from all the 5 Rightsholder Groups



“Let’s inspire others to celebrate individuality, embrace diversity, and stand together toward a more inclusive and accepting Borkeo. Together, we can make a difference and create a society where all individuals are valued, respected, and celebrated for who they are. I want to appeal to everyone, everywhere to please stop discriminating against LGBTIQ persons and accept us as who we are. This is our nature. We follow our hearts and passions.” – **Rin Ninh, a member of self-help groups in Borkeo, Ratanakiri.**



“We want to be proud of our identity and have a stronger community among Khmer Krom people in Cambodia, especially for women.”

– **Minority women community**

People with hearing impairments and deafness often experience loneliness. To create a more inclusive society, we can't force them to speak, but we all can learn sign language. Sign language is their primary means of communication, accessing information, and navigating daily life. Learning and practicing it can help bridge the gap and foster better connections. – **Maly Korn from Sign Language for All**



“I never gave up myself. What drove me to where I am today is knowledge because knowledge represents a strong bridge for us to cross into a better future. My mother said, “If I had not allowed her to go to school, her future would have been different. But I had made the right decision by sending her to school.”

– **An Kimsan, member of WWD-LAN and KHEN**



Leang Huy's teacher has observed that Leang Huy's behavior (an intellectual disability) is improving just now. He performs routine duties admirably. His comprehension grew gradually, and now his understanding has increased. He gets along well with everyone and gets more help from other employees. He is getting very well and appreciates his supervisor. – **Leang Huy's teacher, from Rabbit School**



“Stand up for the human rights of older people, raise their voices, and ensure their meaningful participation. Our rights do not diminish with age!” – **United Nations High Commissioner for Human Rights_ Michelle Bachelet**

“I am feeling strong and confident to attend meetings with the commune councils and other events. I have the opportunity to learn how to produce videos, how to use the computer, how to edit videos, and learned about digital rights.” – **Ms. Kalos Phalla, from CIPL**



“I dream all of us are given the opportunity for employment, social engagement, and communication. I want everyone to value and recognize our abilities more than our disabilities.” – **Ms. Nika THAT, founder of Nika Massage**

“As an activist, I began with “Love is Diversity” and am improving my awareness of Sexual Orientation Gender Identity Expression (SOGIE), solidarity, self-love, and self-acceptance. Everything starts with love; we deserve respect regardless of who we are.” – **Mr. Chhourkimheng Tol, core member of Love is Diversity**



My husband has improved a lot – he’s no longer violent, though he still gambles. When drunk, he now just goes to sleep instead of pushing me around. I’ve learned to use my voice to change our relationship. We now chat and joke together. I feel powerful and know my rights. If he hits me, I’ll report him. There are laws now.” – **Pov Sovann also known as Chhum, from LKO’s key actor**



“Our group empowers one another to advocate for those living with HIV by obtaining training and assistance. Our Self-help groups ensure we know our rights, receive treatment, and receive help in getting ID poor card from the commune council.” – **Nuth Sokunthea, a**

member of People Living with HIV in Ratanakiri province.

“Thankfully for not discriminating against indigenous people, please end any form of violence against indigenous women and girls.” – **Ms. Yav Thip, indigenous representative of “Our Turn” project, Women Peace Maker.**



VOICE CAMBODIA CLOSURE EVENT 2024

On April 5, 2024, **“The Power of Inclusion”** fair was organized in Phnom Penh. This festival celebrated eight incredible years of impact, collaboration and progress achieved alongside our remarkable grantee partners and rightsholders, showcasing the success of Voice in Cambodia. The event featured both exhibitions, interactive workshops, group activities and projects showcased by all Voice grantee partners. Through storytelling, panel discussion and performances, the journey towards inclusion and achievements of rightsholder communities were highlighted.



Figure 5: Illustration graphic report of Voice closure event

For materials and publication of the event, please [CLICK HERE](#).

WHERE WE WORK

1. Banteay Meanchey
2. Phnom Penh
3. Mondulakiri
4. Takeo
5. Siem Reap
6. Ratanakiri
7. Svay Rieng
8. Presh Vihea
9. Battambang
10. Kompong Cham
11. Kompong Chhnang



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