

Final Evaluation Report

ANGER MANAGEMENT FOR MEN PROJECT (October 2010 to June 2013)

Funded by	 Working for a Just World
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Conducted by	Genesis Community of Transformation 

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LIST OF ABBREVIATIONS

AMM	Anger Management for Men
APA	American Psychological Association
AT	Anlongkorn Thmey
BMC	Banteay Meanchey
CO	Community Organizing
CWA	Commune Women's Affairs
CWCC	Cambodian Women's Crisis Center
DV	Domestic Violence
FGD	Focus Group Discussion
FP	Focal Person
HH	Household
IEC	Information, Education and Communication
IRG	Individual Reflection Guide
KI	Key Informant
KII	Key Informant Interview
NGO	Non-Governmental Organization
PEG	Peer Educator's Group
PNP	Phnom Penh
SAQ	Self-Administered Questionnaire
VC	Village Chief
VSD	Vice School Director
VVC	Vice Village Chief

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EXECUTIVE SUMMARY

- 1) The project was started after the conduct of a baseline survey in 2010 whereby the results validated the need for an anger management for men project. The project was funded by TroCAIRE (October 2010 to June 2013) and was implemented in two provinces covering 10 villages (5 in Phnom Penh and 5 in Banteay Meanchey). The project aimed at reducing domestic violence by training men to control their anger and learn about domestic violence laws with the end in view of resolving internal conflicts in a non-violent way. Project components include training, production of IEC materials and peer group counseling and education. TV spots and radio broadcast were also done. National workshops were conducted to facilitate exchange of ideas and men's stories.
- 2) The evaluation study covered 9 out of 10 villages and employed a triangulation method in data-gathering which consists of Key Informant Interviews, Focus Group Discussions, Household Surveys and Self-Administered Questionnaires or Individual Reflection Guides. There were a total of 179 respondents broken down as follows: 16 KIIs; 63 FGD participants from 6 FGDs in total; 48 men who answered the SAQs, including the 23 from the FGD for direct AMM participants only (additional 25); and 75 Household Survey respondents. Of the total respondents, there are 101 males and 78 females for 56.42% and 43.58% share, respectively.
- 3) The Self-Administered Questionnaires consist of 32 statements that pertain to the direct AMM participants' cognitive, affective and behavioral domains. Cognition refers to how the men understood and thought about their internal and external context when they got angry; Affection refers to their emotion concerning the object or subject of their anger; and Behavioral Domain pertains to how they would respond to hypothetical situations concerning the AMM project and the implementers. A score of 3.75 will be considered passing average while 4.5 and above as excellent.
- 4) Of the 9 villages covered, eight were actually visited. Poprok Tboung in Kakab Commune was not personally visited by the evaluation team but the chair of the Kakab commune women's affairs was interviewed as a Key Informant. In Banteay Meanchey, O Bey Choan Village was not visited. Communities in PNP are generally urban, with Anlongkorn Thmey as a zone in transition – from rural to urban – while most communities in BMC are rural areas, except for Nimith 1 that is rapidly developing (although still largely agricultural). Majority of the people in BMC villages are rural farmers.
- 5) The following are the major findings of the study:
 - a) Majority of the households surveyed are familiar with the AMM (63 out of 75 for an average of 84%). They knew about it through neighbors and from attending community meetings and through listening on the radio. Of this number, 55 or 87.3% correctly addressed the main objective of the project. The three major activities that they named are: training, community meeting (peer group meeting) and counseling service provided by the peer educators in the community.
 - b) Of the areas visited, two sites reported the highest number of domestic violence, namely Anlongkorn Thmey in PNP and Prey Kub in BMC. The main reason cited by the KIIs from these villages points to the migrant character of the communities whereby many people from outside of the community bring with them their sub-culture from the provinces where they came from. Yeay Ort and Kotasoth, while having incidence of domestic violence are not so "violent" compared to Prey Kub. Nimith 1 shares the same characteristics as the previous two. Phume2 is a little bit different because the community is predominantly Moslem. The couples share particular beliefs about how to rear the family and deal with domestic squabble following their customs, traditions and religious beliefs and the women may have not told the full story about what is actually happening inside the household. Kok Khleang is a community that is harder to categorize owing to the scope of the village and its diverse character – a village in the middle of rapid urban growth. The data given by the village chief with regard to DV cases in Kok Khleang needs to be validated. Preaktaroth has some DV cases but the team did not do any field interviews there, except for the KI with the vice village chief.
 - c) Reasons given for becoming violent include impatience with wives and/or children who were not present when the men arrived home drunk; nagging of wife; children not obeying them; and others. Anger was manifested by hitting the wife or the children, destroying appliances, and directing the anger to other things such as cutting the tree and hitting the jar.
 - d) Violence impacts on the economics of the household, attendance of children to school, health and well-being of both the abusers and the abused and on the way the general community perceives the abuser and his immediate family. It causes sadness among the women.
 - e) There are two project officers for BMC and PNP and they have degrees in Business Management. The staff have networking skills and adept at communicating with CWCC partners. They need to become more adept at facilitating discussions, doing community organizing and doing counseling.
 - f) Before the project started in the areas, CWCC followed the necessary protocol in making the request to the local authorities and following up the request. This is the reason why the commune chief, village and vice village chiefs know about the project very well. They also know what is expected of them to do.

- g) Much of the problem encountered during project implementation had something to do with the attendance of the participants since most of them are working. Some participants could not complete the whole day seminar to go to work. To compensate for their absence from work on particular days, the project provides some stipend to the participants ranging from \$2-\$5. For community-based training, this is seen as enough. But for activities held outside of Kok Khleang for example, some participants find the amount not enough since they have to secure gasoline for their motorbikes first before they are able to the training venue. In Prey Kub, some men feel that they will gain more if they show up for work in Thailand rather than attend the scheduled training.
 - h) The project has been perceived to reduce the incidence of DV in all villages covered. AMM contributes to the understanding of the DV law which makes men more mindful of their actions, and the project has contributed a lot to maintaining some peace within the household. The children get to benefit from the arrangement: they tend to be at least trusting of their fathers again. The project also contributed to family savings since the men do not have to hit things and destroy them and/or punch or kick tables and/or chairs which leave them wounded sometimes.
 - i) The men said that at the moment, they are still struggling with controlling their anger. For the other men who do counseling with other men, there is the challenge of proving to older and richer men that they have acquired enough skills and experience to discuss DV concerns with them.
 - j) The women also wanted to be part of the project. They want to learn more about how their husbands are doing and how the latter are progressing. They mentioned that somehow they need to get involved since sometimes, they become the cause of their husbands' anger.
- 6) Analyzing the findings, the study came up with the following analysis:
- a) Identifying the project area correctly and establishing the appropriate criteria for selecting the project area is a necessary step in making the project successful. A project area that exhibits migrant characteristics and high level of unemployment is ideal to become an AMM site.
 - b) Local authorities are part of the project because they have been designated as duty bearers. As such they perform administrative functions for the project. They also attend seminars to learn more about the law on DV and its application. The team leader of the peer educator's group in the village performs project-related tasks such as following-up their members, and so on. A central Focal Person then should be decided – regardless it is the local authority or from the PEG. This should minimize the attendant concerns with doing coordination with more than one FPs.
 - c) The members of the PEG tend to rise to different levels: one, as peer educator, and the other, as peer counselor. A peer counselor does more than what is expected of a peer educator. A peer educator shares to other men what he learned during the AMM training. A peer counselor because of his own personal experience in committing violence and abuse is in a position to counsel men who are undergoing the same experience. An example of a peer counselor is Kim Vanna from Anlongkorn Thmey who counsels abusive, men, couples and even women in his village. He has undergone training on peer counseling that he uses to reach out to other men.
 - d) Since there is a lull period from the last peer group meeting to the next one, the peer educators must have something to do productively while waiting, so to speak. They can do more things if they have the concrete plan and if they know what needs to be done in between. The men from Kotasoth are willing to visit other villages in the commune to broadcast about DV and its consequences.
 - e) The results of the SAQs point to a change in the way the men from both provinces understand their thought processes during the process of becoming angry or right after. There is also a weighty gain in terms of how they feel during or after the act of becoming angry. Behaviorally, majority of the men want to support AMM and its activities if it is implemented the next time around and they are willing to help CWCC push forward the agenda on controlling anger and helping other men.
- 7) Summarizing the conclusions of the project, this study has concluded that:
- a) CWCC conducted the identified activities throughout the duration of the project.
 - b) The Anger Management for Men Project has technically achieved the objectives it set out at the start of project implementation.
 - c) The AMM as it is packaged now is a project consisting of training sessions dealing with men's anger and the law on domestic violence, formation of men's association (peer educator's group) and follow-up of the men through peer quarterly meetings.
- 8) The following are the recommendations:
- a) Given the critical and delicate character of the project intervention and the context that it wants to address, there is a need to select the project areas based on a predetermined set of criteria. For most part, success of project implementation outset hinges on the proper selection of project areas. The study sees the suitability of particular project areas more than the others.

Village	Recommendation	Immediate Steps to be Done
Anlongkorn Thmey	<ul style="list-style-type: none"> ▪ Explore the possibility of doing an exit survey/interview with the AMM participants in the village to facilitate an amicable termination of engagement with the community. ▪ Explore the possibility of looking at other villages in the same commune that have the same characteristics as AT for possible expansion areas (as per recommendation of Preysor CWA head). 	<ul style="list-style-type: none"> ▪ Continue coordination with the village chief should problems continue arising; ▪ Discuss with Kim Vanna how he could be of more help to CWCC – maybe as a volunteer assistant with some stipend at the start.
Phume2	Explore the possibility of doing an exit survey/interview with the AMM participants in the village to find alternative means of how to engage men who have problems with anger management.	<ul style="list-style-type: none"> ▪ Discuss with the village chief, the men-participants alternative actions that can be done to address potentials of domestic violence.
Preakaroth	Conduct further study on the state of domestic violence as precipitated by uncontrolled anger among men in the village (as the evaluation team did not conduct HH survey or FGD there)	<ul style="list-style-type: none"> ▪ The team cannot specify immediate actions to be undertaken since they did not conduct field data-gathering there, except may be for the need to set a meeting with the peer educators and the VVC to discuss possibility of conducting an in-depth participatory research to establish extent of DV in the village.
Kok Khleang	Continue AMM operations but a more in-depth research to establish scope and extent of domestic violence caused by violent anger needs to be done.	<ul style="list-style-type: none"> ▪ Establish trends in DV by expanding the scope of research to cover the periphery of the village, not only near the village chief's house. ▪ Ensure that the participants to the next round of AMM (if and when it will still be included) come from the poorer sectors of the community.
Kotasoth	Explore possibility of terminating active engagement with the community with the end in view of retaining the area as a satellite site, that is, CWCC will not have a strong presence there anymore but will still coordinate with the FP and the peer educator's group there to still be able to assist the contact persons in sustaining project activities.	<ul style="list-style-type: none"> ▪ Talk to the peer group about the decision but still consider the area as a satellite area. ▪ Assign somebody from the peer educator's group to serve as Team Leader.
Yeay Ort	The same as Kotasoth's	<ul style="list-style-type: none"> ▪ The same as Kotasoth's
Nimith1	The same as Kotasoth's	<ul style="list-style-type: none"> ▪ The same as Kotasoth's
Prey Kub	Sustain and intensify AMM operations with the end in view of expanding the reach and scope of the project to other areas in the village and to engage more men to attend the training and peer group meetings.	<ul style="list-style-type: none"> ▪ Call a meeting with the VVC and the core of the peer educators to discuss future plans, with the end in mind of garnering support for possible expansion of coverage within the village. ▪ There is a need for the men to list down all the names of current abusers as well as potential abusers and talk to them individually. They can then submit the names to the AMM PO and to the VVC so they can talk to them to get their consent and commitment to take part in the project.

- b) There should be set criteria for area selection to include hard data on the prevalence of DV wrought by inability to control anger and to include elements that precipitate DV.
- c) It is highly recommended that CWCC endeavors to invest some time and effort in the selection of the project participants. The evaluation team recommends that CWCC continue with its target-clientele: those who are known abusers and those who are potential abusers, judging from their propensity to get very angry.
- d) It is recommended to identify and train a Focal Person other than the local authority to facilitate the conduct of activities.
- e) It is highly recommended to delineate the roles and responsibilities of the peer educators and peer counselors to be able to maximize their participation in the project.
- f) It is highly recommended to provide venues and opportunities for stakeholders, especially the wives, sisters and daughters of the participants to have clearer information, updates and guidelines for participation.
- g) There might be a need for CWCC to rethink the direction of the AMM in the future: From peer education and counseling to peer group pressure, perhaps?

**FINAL EVALUATION REPORT
ANGER MANAGEMENT FOR MEN PROJECT
IMPLEMENTED BY THE CAMBODIAN WOMEN'S CRISIS CENTER
JULY 2011 TO JUNE 2013**

1.0 INTRODUCTION

Spielberger views anger as "an emotional state that varies in intensity from mild irritation to intense fury and rage (APA, 2013). The American Psychological Association maintains that in fact "anger is a completely normal, usually healthy, human emotion." It only poses hazards and problems when people are not able to control it such that it could turn out to be destructive. It can hamper normal functioning, and can impact on one's overall quality of life.

There seems to be a link between anger and domestic violence. However, scholarly articles tend to differentiate between angry men and batterers. Men who have tendency to become violent and aggressive are differentiated from men who are batterers in the sense that the former generally takes responsibility for their actions once confronted or once they have to deal with the consequences of their action whereas the latter begins and continues the behavior because violence is an effective method for gaining and keeping the victim without apparent adverse effects on the part of the batterer and the abused (Hoy, 2009)¹.

The website of the Cambodian Women's Crisis Center, a non-governmental organization with headquarters in Phnom Penh and five regional centers spread across the country, including one in Phnom Penh City, noted that domestic violence is somewhat commonplace in Cambodia, especially among the rural poor. A number of men actually think that it is not wrong to do it and some even regard it as the norm rather than an aberration.

CWCC thought of crafting a strategy that should curb men's anger which is seen as a precursor to domestic violence.

In 2010, CWCC conducted a baseline survey covering 107 respondents from two districts and six communes in Phnom Penh. The survey covered questions such as respondents' awareness of laws on domestic violence, causes and manifestation of conflict within the household, and their would-be interest in a project aimed at controlling the anger of violent men. Respondents' reception to the latter question was positive. The same year, CWCC started piloting the concept of a project to help men control their anger which is seen as an impediment to the family having egalitarian relations. In October 2010, the TroCAIRE-funded project entitled Anger Management for Men (AMM) was started in Phnom Penh (PNP) and Banteay Meanchey (BMC) to "reduce domestic violence by supporting men to change their violent behavior toward women and girl and adopt a non-violent and peaceful approach toward their family relations and problems. "

The project already ended this June 2013 even as TroCAIRE had ceased funding any projects in Cambodia.

¹ While different sets of treatments have been proposed between the two, there is the possibility that batterers could also become part of anger management counseling considering the fact that anger management courses attempt to strike at the core of the issue, trying to teach empathy, respect and taking responsibility for one's actions. However, batterers are made aware of the existence law and law enforcement as they represent another aspect of domestic abuse (Hoy, 2009).

The project is largely preventive in character, that is, besides targeting the abusive men, AMM likewise aims to educate men who have the potential of getting violent when they get angry. In the process of helping men to control their anger, it is hoped that their capacity in managing it is enhanced. To fully support their move toward changing their behavior, that is, toward drastically cutting domestic violence, the capacity of a network of community members and duty bearers is also hoped to be strengthened. This includes formal support systems such as the commune and village councils, in particular those who belong to the Commune Women's Affairs; the police; the judiciary, whenever possible; and even the family members and immediate neighbors of the so-called angry men.

Throughout the course of project implementation, a number of activities to meet the project objectives were implemented. These include:

- a) Conduct of a training on domestic violence law and related laws
- b) Facilitation of anger management training for abusive husbands and for other men at high risk of committing violence
- c) Production and distribution of Information, Education and Communication (IEC) materials which include brochures, pamphlets and leaflets and other colorful materials
- d) Promoting peer education to include other men in their community and the conduct of a regular quarterly meeting among peers to follow up on developments among them
- e) Provision of one-to-one counseling to abusive men and men at high risk of committing domestic violence
- f) Organizing a national workshop whereby men would have the opportunity to share their experiences as well as learn from the others who share their concerns
- g) Provision of on-going coaching, mentoring and follow up with community members and duty bearers
- h) TV spot and radio program discussing Domestic Violence
- i) Others

Now, that the AMM project had come to a close, CWCC sees the evaluation of this project as an opportunity to learn from the experiences of the recent past. The organization wishes to understand what worked and what did not work while implementing the project and at the same time, attempt to glean important lessons and insights in project implementation to make the necessary adjustments in propelling the process forward. These lessons and insights are hoped to be translated into practical recommendations that CWCC can use in developing a more coherent project package that is focused on the direct participants, their immediate families and the general community to whom they belong.

The Genesis Community of Transformation, the counterpart and partner in this evaluation study endeavors to provide an objective and a viable platform with which CWCC could re-view project planning, implementation and practice. It is within this framework that the evaluation team is proposing to submit the contents of this project evaluation, with the end in view of outlining the necessary steps the organization has to take in order to instruct future planning and practice.

The report highlights the significant findings of the study that have an implication to the understanding of project operations and practice. An entire section is devoted to the discussion of the results of a Self-Administered Questionnaire and their interpretation. A careful understanding and analysis of such results will provide CWCC with enough quantitative and qualitative data with which they can extract valuable information that they can use for future planning. The recommendations will follow the structure and organization of the presentation, with primary focus on the more important aspects of what have to be done in the interim and in the immediate future to direct perspectives and projections.

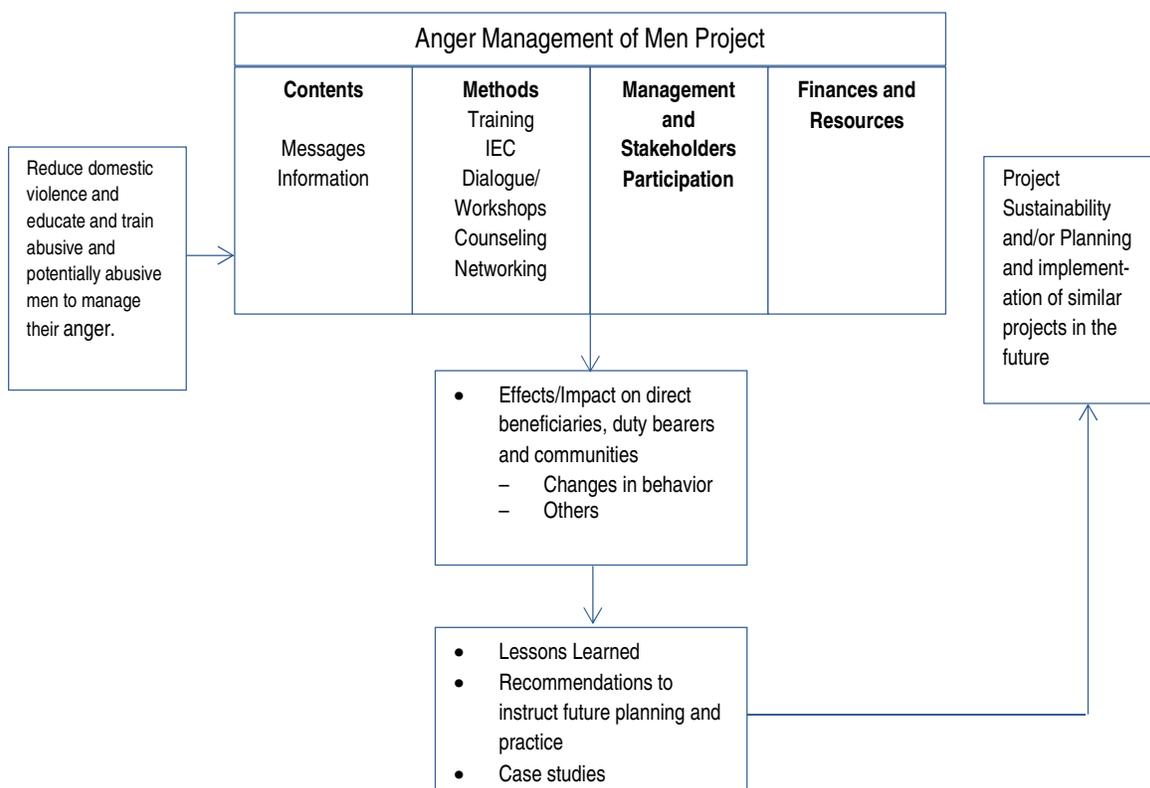
2.0 OBJECTIVES OF THE EVALUATION

The overall objective of the evaluation of the AMM Project is to assess the impact of the project in changing the behavior of men who engage in domestic violence or are at risk of doing so. The final report will be made available to donors and will guide future implementation of similar projects.

The specific objectives of the evaluation are as follows:

1. To identify and explore the achievements of the AMM Project in relation to the project objectives.
2. To identify, examine and analyze gaps and challenges in project planning and implementation within the target areas.
3. To determine the impact of the AMM project with regard to changes in knowledge, attitude and practice toward domestic violence in target areas.
4. To provide recommendations on areas of focus/strategies for the implementation of future projects to address the use of domestic violence by men.

3.0 PROJECT CONCEPTUAL FRAMEWORK



4.0 METHODOLOGY

The study made use of the **triangulation method** in order to collect the data that could help create a cohesive picture of the activities undertaken during project implementation and how the project participants perceived their effects. Triangulation simply means employing mutually supportive data-gathering means, that is, the methods help validate responses gathered from different sets of respondents. The project made use of the following:

- 1) **Key Informant Interviews** – aimed to establish how the project was started in the respective areas and to know precisely the role of the Key Informants (KIs) who are usually the Focal Persons (FPs) with whom the CWCC contacted in order to implement the strategies in the communities. The KIIs served as the major source of information as to how the project impacted on the participants.
- 2) **Focus Group Discussions** – were done to focus discussions about the perception of direct participants (men who actually took part in the series of trainings on Anger Management and received peer counseling or notes from peer educators) and the wives or the sisters. Another FGD was done to cover men and women who were not part of the AMM.
 - a) The FGD for the direct participants was intended to have the men talk about their personal experience in dealing with their anger. They were made to draw on a piece of paper the “relationship” between them and the wife or any member of his family before the AMM. They were also asked questions about the challenges that they are facing now given that they already completed the training part of the project. They were also asked as to what they thought are the effects of the project on their behavior, their families and their immediate communities.
 - b) The FGD for the women in Prey Kub Village in Poipet used drawing as part of the sharing session. The participants were made to share how they viewed the situation inside the home before the start of the AMM project. This activity was not done in Phume2 with the women there since the sharing was much shorter – there was nothing much to squeeze from the women.
 - c) The FGD for non-participants was intended to gather additional information about the project from the perspective of husbands and wives who could have also been part of the AMM but for some other reasons were not (the men in Kok Khleang attended one big seminar held at the sangkat but did not attend the others). They were asked about their perception of the AMM in general and what they thought are key elements to make the project more successful the next time around.
- 3) **Household Survey Interviews** – were primarily intended to get the feedback of a segment of the project areas with regard to how the project was implemented or as far as they know. **It was administered in five villages, namely Anlongkorn Thmey and Phume2 in Phnom Penh and Kotasoth, Yeay Ort and Prey Kub in Banteay Meanchey.** The five villages were randomly sampled. There were 15 persons sampled for each of these villages. Note that it is not the main objective of the HH survey to gather from the respondents whether they thought the project was successful or not. The HH interviews supplement the core of the participatory research methodologies more than an independent methodology in itself.
- 4) **Self-Administered Questionnaires (Individual Reflection Guides)**

- a) The Self-Administered Questionnaire consists of 32 statements (Likert items) that correspond to the Cognitive, Affective and Behavioral aspects of the perceived impact of the component of the AMM to the direct participants. The participants were asked to rate how the statements appealed to them from a scale of 1 to 5 with 1 corresponding to a Strongly Disagree position to 3 which corresponds to a Neutral position and 5 as Strongly Agree.
- b) Statements 1-6, 10-13, 16, 21-24, 26-27 and 31-32 pertain to the cognitive domain of the AMM whereby the men try to assess the extent of their understanding of both their internal and external context. Statements 7-9, 15, 17-20 and 25 infer how they feel toward the object of their anger during and after they committed violence (affective domain). Statements 14 and 28-30 describe their would-be actions in relation to hypothetical situations that pertain to the AMM and the project implementers.
- c) Individual statements in the SAQs or IRGs are averaged for both provinces and per province. Responses are multiplied to the equivalent rating per response and divided by the number of total respondents (N=48). The same procedure is applied to get the average rating per province (divisor is 11 for PNP and 12 for BMC).
- d) The passing score for all statements is **3.75**. Scoring is as follows: **3.76-3.99** = Fair; **4.0-4.24** = Good; **4.25-4.49** = Very Good and **4.5-above** = Excellent. Any score **lower than 3.75** will be regarded as an area for improvement, with the end in mind that a similar project could be facilitated in the immediate future.
- e) The SAQ or Individual Reflection Guide (IRG) was distributed to the direct AMM participants after their FGD. The men were asked to reflect on each statement and proceed to give their rating without considering the correctness or wrongness of their response.
- f) To ensure the validity and reliability of the data gathered using this data-gathering instrument, the evaluators distributed some more SAQs to direct AMM participants in the other areas where they conducted the other FGDs and HH surveys. Thus, there were a total of seven villages where the SAQs were administered and this broader coverage makes for a more representative response by those that took part in the AMM trainings and peer educators' meetings.

4.1 Profile of the Respondents

Data-gathering was done in 8 out of the 10 villages covered by the AMM project, of which 179 people were interviewed. Data-gathering took place from 30 May to 10 June 2013. Of the total respondents, 101 or 56.42% are males while 78 or 43.58% are females.

The following provides a closer look at the respondents per methodology:

A. Focus Group Discussions

Table 1. Distribution of Participants in the FGDs (Total of 6)

Type of FGD	Phnom Penh		Banteay Meanchey		Total
	Location	Number	Location	Number	
AMM direct participants only	Anlongkorn Thmey	11	Kotasoth	12	23
Women only (wives, sisters and daughters of direct participants)	Phume2	9	Prey Kub	12	21
Combined men and women (non-participants)	Kok Khleang	12	Nimith1	7	19
TOTAL		32		31	63

A total of 63 participants out of the targeted maximum of 72 attended the scheduled FGDs for an 87.5% attendance². The table below structures and organizes the profile of the FGD Participants:

Table 2. Profile of FGD Participants

FGD	PROFILE					
	Median Age	Civil Status		No. of Children	Education	Occupation
Direct AMM Participants (23)	43.43	Married Single Widower	20 2 1	4.14	With some primary education Finished primary With some secondary education Finished secondary With some HS education Finished high school With some college education Finished college/vocational No education (did not go to school)	9 7 0 2 4 0 0 0 1 Farmers (in BMC) Different occupation in PNP (construction; self-employed; factory; a few unemployed.)
Women (21)	45.95	Married Single Widow	18 0 1	4.28	With some primary education Finished primary With some secondary education Finished secondary With some HS education Finished high school With some college education Finished college/vocational No education	3 0 2 0 0 0 0 0 14 Fish vendor in Phume2; Plantation workers in Thailand (Prey Kub)
Non-AMM participants (19)	51.47	Married Single Widow	15 1 3	4.47	With some primary education Finished primary With some secondary education Finished secondary With some HS education Finished high school With some college education Finished college/vocational No education	11 1 3 2 1 0 0 0 2 Farmer and vendors in BMC; Different occupation in BMC (factory workers; construction; self-employed; a few unemployed)

² Some notes:

- a) The nine respondents in Phume 2 are all Moslem women.
- b) For Kok Khleang, participants were mostly neighbors of the village chief (some are relatives in fact).
- c) The FGD for the women in Prey Kub is representative of the women in that village, coming from different parts of the village but share similar characteristics – having husbands, fathers and a brother as abuser.
- d) The FGD for the male participants in Kotasoth initially yielded more than 12 participants. The evaluation team had to talk to their peer leader to limit the number to 12.

B. Participation in the SAQS of the Direct AMM participants and some more

- a) The 23 direct AMM participants were asked to fill out the SAQs after the conduct of the FGD. At the outset, they were the only targets for the SAQs. The total became 48 as the evaluation team administered some more questionnaires to other direct AMM participants where the HH Surveys and two other FGDs were conducted. The breakdown as follows:
 - **PNP** (total of 21): 11 direct AMM participants from Anlongkorn Thmey + 4 from Phume2 and 6 from Kok Khleang;
 - **BMC** (total of 27): 12 direct AMM participants from Kotasoth + 7 from Yeay Ort + 5 from Prey Kub and 3 from Nimith1.
- b) The 48 total represents approximately 21% of the total men that took part in the training (averaged 23 per village multiplied by 10 villages for a total of 230) or 30% when averaged for the 7 villages where the SAQs were administered.
- c) A minor problem was encountered in the administration of the SAQs. Seven men (14.58%) could not read and write. This was remedied by asking the FGD translator and other community members who were present in the proceedings to help read the statements for the participants.

C. For the Household survey, a total of 75 respondents (15 per village) were surveyed. The profile of the respondents for this methodology is as follows:

- a) Out of the 75 respondents, 42 (56%) are females while 33 are males (44%).
- b) Majority of the respondents fall under the 40-59 age range (34 or 45.33%). Eleven people are aged 60 and above (14.67%) while another 11 belong to the youth group (15-24), again for 14.67%. The rest of the respondents belong to the 25-39 age range (19 or 25.33%).
- c) In terms of civil status, 60 people interviewed are married (80%), 9 are single (12%) and 6 are widow/widower (8%). Forty-eight families (64%) have 3-6 members while 20 families (26.67%) have 7 or more members. Only two families have 1-2 members.
- d) In terms of education, majority reached primary school. A small percentage finished secondary school while only 5 completed high school. Interestingly there are 17 respondents who did not go to school at all for an average of 22.67%.

D. The study also included Key Informant Interviews.

The total number of Key Informant Interviews is 16, including the 2 peer counselors that were interviewed to serve as case studies³ and the AMM project staff, including the PNP regional manager. (Please see Attachment B on Page 51 for the complete list of the KIs.) Males number 10 for 62.5% while females number 6 for 37.5%. The local authorities are mostly aged late '40s to over '60s. The CWCC project staff are in their '30s.

³ Only one case study is included in this report. It is the only story that is worth sharing.

4.2 Brief Description of the Sites Visited

For all the methodologies used for this study, the team visited eight villages out of the 10 total (4 each in PNP and BMC).

4.2.1 Phnom Penh City⁴

- 1) **Anlongkorn Thmey.** Located about 10 kilometers off Phnom Penh, the village borders Kandal Province and Phnom Penh. The land area is 9 hectares. Population is around 285 families. The community is a rural area, a zone in transition from being an agricultural community to an industrial community. Factories are being built around the village. According to the vice village chief, people from neighboring provinces started flocking to the village about 10 years ago. “Provincialism” makes for the immigrants to stay next to each other and retain some of their sub-cultural identity. There was no specific number given as to the actual number of men domestic abusers. The village chief just said “there’s a number of them.”
- 2) **Phume2.** This village is located at the Russey Keo Commune. This community is bordering the Tonle Sap around 2 kms from the Riverside in front of the Royal Palace. Around 500 families live in this community and majority of them are Moslem families. Men are engaged in fishing while the women do fish-selling.
- 3) **Kok Khleang.** Population is 255 families. The village chief, alongside with 95 families, moved from a location near the Kossomek Hospital because the government needed the land to build a new facility. This was in 2001 and since then, this community has become highly urbanized. It is within the Sensok District, a place in Phnom Penh which of late has been seeing rapid improvements in rising infrastructure and business mobility. The village is near the Phnom Penh International Airport and is home to many construction workers, factory workers and self-employed entrepreneurs. Among the villages covered by AMM, Kok Khleang is the most diverse in terms of socio-economic status. The village chief also mentioned that many people are entering the community more than ever before to rent space and to move in with relatives who like themselves hailed from the province.
- 4) **Preaktaroth.** The team did not enter the community. The associate team leader interviewed the KI at the primary school. He caught just a glimpse of the community from the gate of the school. Preaktaroth is a fishing village with mostly poor families who are engaged in fishing and other activities.

4.2.2 Banteay Meanchey⁵

The office of CWCC in BMC is located in the Poipet Central District. This is a place that wallows in contrasts: while casinos cater to the rich from Thailand and Cambodia, many villages located at the periphery of Poipet are marginalized. The villages that the team visited belong to two districts, namely Poipet and O Chrov: two villages are located within the Kotasoth Commune (O Chrov District) and two villages in Poipet. Three villages that the team visited are accessible from the main road leading to or going out of Poipet.

⁴ Poprok Tboung in Kakab Commune was not visited. But the commune women’s affairs head, Ms Choa Khimsorn was interviewed as a Key Informant.

⁵ O Bey Choan Village in O Bey Choan Commune, O Chrov District was not visited.

- 1) **Kotasoth.** This is the name of the commune and a village in that commune. The village is located 25 kilometers from Poipet. It is located around 500 meters from the main road. Majority of the families here work as farmers, and a number of them are migrant families who came to settle there from other parts of BMC.
- 2) **Yeay Ort.** This village is adjacent to Kotasoth and belongs to the same commune. The area is accessible from the main road; therefore, going inside the villages is not that difficult. However, houses in the village are spread farther apart compared to Kotasoth. Majority of the families here work in the farm.
- 3) **Prey Kub.** The village is not so far from the CWCC office. However, the road going to the center of the village is dusty and muddy during the rainy season. Interestingly, many people from this village work in Thailand as plantation workers planting potatoes and sugar cane or working there in construction. There is a public elementary school which is located near the village pagoda.
- 4) **Nimith 1.** The area is a zone in transition. Since it is just 10 kilometers from Poipet, the village is seeing recent developments. Big houses are being constructed around the farms. The commune office is located just 200 meters from the main road. Majority of the families are farmers.

The table below shows the names of the villages and the years the AMM was started there:

Table3. Comparative Years of Starting

PROVINCE	NAME OF COVERED VILLAGES	COMMUNE AND DISTRICT	YEAR STARTED
Phnom Penh	Anlongkhong Thmey	Preysor, Dangkor	2011
	Kok Khleang	Phnom Penh Thmey, Sensok	2011
	Prektaroth	Prektasek, Russeykeo	2012
	Phume2	Chrangchamrase, Russeykeo	2103
	Poprok Tboung	Kakab, Posenchey	2013
Banteay Meanchey	Nimith 1	Nimith, Poipet	2011
	O Bey Choan	O Bey Choan, O Chrov	2011
	Kotasoth	Kotasoth, O Chrov	2012
	Yeay Ort	Kotasoth, O Chrov	2012
	Prey Kub	Phsar Kandal, Poipet	2013

Among the covered villages interviewed, the newest areas are Prey Kub in BMC and Phume2 in PNP. These areas were just started early 2013. Note that the PNP areas are far more spread apart than the areas in BMC because at least three villages in BMC are close to each other (Kotasoth, Yeay Ort and Nimith1). In PNP, a single project area could be considered technically autonomous.

5.0 SCOPE AND LIMITATIONS OF THE STUDY

The study did not interview as a group the wives of the active peer educators. This would have added to the literature on the impact of the project on the “reformed” former violent and abusive men especially as it comes from a firsthand point of view. The evaluators also did not have time to interview the resource persons to the AMM trainings. The respondents, especially the KIs have mentioned about them many times and it would have been interesting to gather their viewpoint as regards the training itself and how direct AMM participants responded to their presentation.

6.0 FINDINGS OF THE STUDY

6.1 General Knowledge of the Respondents about the Project

- a) Out of the 75 respondents surveyed if they have heard or if they are familiar with the AMM project⁶, 63 said yes (84%) while 12 (16%) said no.
- b) Those who know something about the project, 35 or 55.56% learned about it from a neighbor; 10 (15.87%) were invited to attend a meeting or a training that talked about anger management; 14 (22.22%) heard it on the radio while the remaining respondents learned it from other sources. Those who learned about via training learned about it from their village chief whereby the latter talked about the dangers of domestic violence which could be caused by drug addiction and other vices. However, it is not clear whether these sessions were sanctioned by CWCC or were just facilitated independently by the village chief (These were mainly in Phume2 and in Anlongkorn Thmey.)
- c) Of the 63 who know something about the project, 31 (49.2%) people identified the main objective as reduction of violence in the household while 24 respondents (38%) said 'to teach the men how to control their anger' as the main objective. The rest referred to the objectives as to teach men to become more responsible and to maintain good relationships within the family.
- d) Regarding the methods used for project implementation, 48 or 76.19% are familiar with training/workshop and community meetings (peer group meetings). Ten people are familiar with peer counseling (15.87%) while the rest mentioned IEC materials and radio program.
- e) Wives and other family members generally are not fully aware of the project particulars. This was evidenced by the interview with the women from Phume2 who could not share particular stories about their husbands' participation in the project. They are aware of the objective to reduce violence and take care of the behavior of the men. They were not able to share more about the project apart from this. This is also reflective of the women's reaction in the combined FGDs. Women who could not share more apart from what they thought are the objectives of the AMM, that is, to reduce violence and teach men how to handle their anger.

6.2 On the Selection of Project Areas and the Presence of "Angry" Men

- a) Of the eight villages visited, two can be considered as rife for the surfacing of anger among men and where domestic violence could be potentially widespread. Potentially widespread in this context means that cases of abuse were being reported more often in these areas as compared to others. These are Anlongkorn Thmey in Phnom Penh and Prey Kub in Banteay Meanchey.
- b) In Anlongkorn Thmey, the village chief (VC) estimates that domestic violence in his community is around 80% of the total households. In Prey Kub, the vice village chief (VVC) said that violence was maybe around 60% of the total households. He said that before the AMM training, about 6 or 7 persons would

⁶ If the respondents could not answer yes or no right away, the interviewers described the project. Some of the respondents are not familiar with the AMM name but they could identify it if a brief description of the project is given.

normally visit him every day to complain about something happening within the household. This is also the case in Preaktaroth – around 24 “regular” cases had been reported. However, these estimates are largely anecdotal because the KIs did not give the evaluators proof of documentation about the cases of domestic violence in the areas such as records and manifestation of complaints, etc.

- c) The high number of domestic violence cases registered for example in Prey Kub, begs the question, “What is in this community that harbors the potentiality and actuality of violence against women and children?” The KI who has been residing in the village for 10 years now mentioned that one of the reasons for the many reported cases of DV in his area is the mixed characteristic of the village residents – they come from all over and people from the same provinces stay together. Migrants bring with them a sub-culture that is somewhat different from and sometimes incompatible with the other groups. This contributes to creating tension with other members of the community and potentially, within the household itself. The VVC likewise said that he used to know all the villagers but now not everybody – may around 80%, according to his estimate.
- d) This is also the same reason given in Anglongkorn Thmey. The so-called migrant characteristic of the residents here who came from different provinces and/or areas in Phnom Penh contributes to the proliferation of DV in this community. This, according to the village chief. Likewise, the difficulty of finding and sustaining employment contributes to the potentiality of wife or children beating in the said community.
- e) The men in Kotasoth are not at all angry people. Only one of the 12 FGD participants acknowledged committing violence against his wife. The rest have potential to be angry. When asked to describe anger-related abuse within their household before the AMM, four men in the FGD referred to stories of the neighbor, not from their own households.
- f) Kok Khleang as a mix of rich and poor villagers does not necessarily embody potentialities for DV. The community is made up of residents who are diverse in characteristics. People residing there come to settle there on a more or less permanent basis. Based on ocular visit, people have more opportunities to find employment in the nearby communities as the Sensok District is home to many business establishments and factories. The village chief noted occasional cases of DV but not on a prolonged or recurring basis.
- g) Phume2, based on the interview with the women seems to be the least violent among the areas. The PNP AMM project staff said that there are four men who have shown extreme vulnerability to being angry and to becoming close to hitting the wives. Their Moslem religion and sub-culture probably play a role in the determination of men and women’s roles in managing conflict within the household as well as maintenance of reputation in the community. These factors also play a big role in the management of anger among men. The women argued that the most the husbands did to express their violent anger was to talk to them at full voice which they described as very loud and threatening and this often takes place when the husband comes home drunk. It is also likely that the women would not want to discuss their internal affairs since it is something that they consider private.

6.3 Determining the Cause or “Trigger” of the (Violent) Anger

The FGDs for the direct participants yielded the following responses:

6.3.1 Given reasons for becoming violent (inability to control anger)

- They came home drunk, did not find the wife or the children at the house (because the wife was out somewhere playing cards or with the neighbors chatting and the like)
- The children were not listening to him even as he ordered them to do something for him (like go to school)
- The wife nagged them for money or blamed them for some household misfortunes (lack of employment or for other family problems)
- They came home from work only to find out that there's no food to eat (nothing was cooked for them)
- Others

6.3.2 Manifestations of anger

- Hit the big jar
- Cut the tree with axe
- Destroyed the television or other appliances and other things (plates, etc.)
- Hit the house until the house fell down
- Hit the face or the head of the wife until the face or the head became swollen
- Hit the children with wood
- Curse and talk offensively (debasing other people)
- Others

A participant in Anlongkorn Thmey vividly described what happened when he came home one night. The wife who had since died two years ago from an unspecified illness nagged him for coming home drunk and asked him for money. Without any warning, he just hit the wife. The face of the wife got really swollen for about three to four days. He also described one time that he got really angry with something, he hit his house until it fell to the ground. This participant is left with a daughter to care of and has yet to remarry.

During the FGD with the women in Prey Kub, two women described how their husbands had been hitting them for the last few years. They did not give the exact reasons for the battery. However, one of the women showed the scar on her head and the other woman had her face deformed from constant battery.

Interestingly, women in Phume2 regarded the men raising the voice or saying to them some things that were not so nice to hear as better than the husbands physically hitting them. This was echoed by many women in Prey Kub.

Case in Point No. 1: Concerns raised with regard to the domestic abusers

Majority of the vice village chiefs interviewed complained that at a certain point, the men who committed domestic abuse, not necessarily physical violence, would refuse to listen to them. When this happens, they find it very difficult to do counseling. One authority attributed the failure of the men to listen is that they are not cognizant of the law: "They thought it's normal to scare the children by shouting at them, for example." The vice village chief of Preaktaroth mentioned that the members of her community have become so familiar with her – she regards herself as some sort of a surrogate mother to the villagers – that they do not want to listen to her anymore. She said that if they don't want to listen to her, she just speaks her mind: she tells them what to do.

6.3.3 Determining the impact of domestic violence

6.3.3.1 *From the point of view of the Key informants*

- a) The vice principal of Prey Kub Primary School said that one of the major effects of the violence committed within the household is the **non-attendance of children to school**. When a fight occurs in a household, the children are forced to be absent from school, for two reasons:
 - To protect the mother from being hit again; and
 - The children are embarrassed to go to school because of the incident.
- b) He said he has a way of knowing and it would just take a short while before he learns about the incident because the child's friends or classmates would report to him the reason for the particular child's absence.
- c) **Disturbance of peace.** Two VVC's complained that they would be woken up at the wee hours of the night to address a phone call or a personal visit by a member of the family – the wife was hit or the children were being threatened by the father and so on. Sometimes, the abused wife would stay in the house of the AT VVC and this has also an effect on the eating habits of his family – he needed to feed the wife for at least two days, for example.
- d) The commune women's affairs chairperson of Prektaroth said that one time while trying to counsel an abusive man, the man threatened to burn her house. This left her a bit perplexed but she moved on.
- e) **Household tension and conflict.** There is a general sadness prevailing in the house because as a family, there is the general expectation that everything should be in harmony and that family members should be caring for each other. With the domestic violence, the community also reacts negatively, and most of the time, neighbors want to shun the family that is engaged in DV.

6.3.3.2 *From the point of view of the men*

- The inability to control anger often resulted in the physical abuse of the husband of the wife or children.
- On a more regular basis, household appliances as the television set, table and chairs, kitchen utensils and other things become the object of the anger. This often results in destroyed things. Whenever this happens, the men said they need to buy new ones to replace the broken ones.
- They had to skip work sometimes due to a broken hand or wounded leg (when they hit things or kick chairs or tables).

6.3.3.3 *From the point of view of the women themselves*

1. **Physical and psychological scars.** (Mainly from the FGD in Prey Kub) Asked whether the men felt sorry after committing an infraction against them, majority said the men felt no remorse after committing the violation. One woman mentioned that the battery was going on for a regular period of time (she mentioned that the hitting became more frequent about five years ago.) Her head has been deformed due to the battery. Another woman shared the similar story. While showing her picture, she began to cry. Asked why she was crying, she said that the memory lingers and that she could still feel the pain of the battery even though the hitting had already ceased.
2. Some women had trouble sleeping for fear of their husbands doing something to them or the children. One woman in Prey Kub intimated that she only has one decent night of sleep in a month.

6.4 About the AMM Project Management

6.4.1 Project Staffing and Project Technique/Strategy

- a) There is a designated project officer for each of the targeted province: one each in BMC and PNP. It is the policy of the organization CWCC that before they can deliver the tasks required of their position, staff at CWCC must get counseling from colleagues.
- b) The AMM project staff has the following main tasks:
 - Establish the men's groups in the communities
 - Provide training to men's groups on DV, criminal law and law on marriage
 - Facilitation of the peer educator's group for the group members to be able to provide basic counseling to other men
 - Conduct quarterly regular follow-up meeting with the men to follow up developments re changes in the men's attitude and behavior.
- c) The project staff in PNP has just been with his job for the last 10 months, having taken over from a previous job holder who had resigned from his post to take on another job in another company. The new project staff used to be an administrative officer from another regional office of CWCC (BMC) and decided to transfer to PNP after getting married last year. He finished Business Management. He works closely with the PNP regional manager and the CWCC network members to address project-related concerns. He collaborates with the CWCC Community Organizing (CO) team that works with nine districts in PNP.
- d) The project staff in BMC used to work with another NGO along the same field – gender-based rights and children welfare. He is versed in DV, trafficking issues, gender relations and civil court procedures. He attended a short court on counseling with particular modules. He also finished Business Management.
- e) It would have helped if the team conducted a sample Training Needs Assessment with the AMM project officers. But due to time limitation, the associate team leader just asked the BMC PO his areas for improvement. He identified three areas, namely:

- Need to build up his counseling skills
- Facilitation skills
- CO process skills.

6.4.2 Project Communication Channels and Mode of Transmission of Information: Definition of Focal Person

- a) CWCC is working with the local authorities as the organization recognizes the role they would be playing in sustaining the AMM and its ethics and principles once it ceases operating in the commune or in the village. CWCC subscribes to a Rights-Based Approach (RBA) whereby duty bearers contribute to the realization of project goals and objectives.
- b) With this, it is evident from the interviews that CWCC fully respects authority and protocol and its relationships with partners. Majority of the key informants from both PNP and BMC shared that they are members of the CWCC network and have been partners with the organization for some time now, for example, the vice village chief in Preaktaroth has been a network member for 10 years already while the Kotasoth commune chief has known CWCC in Banteay Meanchey since the 1990's.
- c) CWCC had fully notified them of the organization's intention to start the AMM project in their respective areas.
- d) If there is an activity to be conducted in the village or at the commune level, communication flow normally follows this way:
 - A formal letter is addressed to the Commune Leader. Everything is written in black and white. Letters of notification always come in after the project officer had notified the village or vice village chief about the training.
 - Once approved, the Commune Leader will send the message the VC.
 - If the appointment is urgent, the project officer calls the village chief and the formal letter of request comes after (addressed either to the commune or village chief.)
 - If the village chief is very busy with other works, he designates (although unofficially) the vice village chief to represent him or her on official functions with CWCC such as attending meetings or seminar.

6.4.2.1 Expected Functions

- i. The VC or VVC or whoever has time to work with CWCC on the AMM project is designated as the focal person in the community. At the commune level, the vice commune chief or the Commune Women's Affairs (CWA) officer is designated as the FP at that level. This arrangement seems useful for two reasons:
 - The FP's know the people in the community and they are mostly aware who among the members of the community are chronic wife or children-beaters. They have mostly counseled these persons in the past so they know more or less the background of these people.
 - The FP's while busy with other things have time to conduct house-to-house visits and for most part they have cellular phones or handheld radios which make the process of

contacting the participants quite easy. (One of the designated FP's in Prey Kub, alongside with the VVC, is the vice school director of the village primary school. He said that it is convenient for him to be working with the VVC as co-FP in the community since he has a handheld radio. Whenever the police and the village chief or the VVC talk on the radio, he could monitor the conversation since he shares the same radio frequency with them.)

- ii. The main functions of the focal person are:
 - To collect or invite attendees to the training
 - To help secure the venue of the training or workshop in the village. The FP also helps in maintain peace and order and security of the participants and the resource persons during the community events.
 - The vice director of Prey Kub Primary School also serves as school custodian, and this facilitates the process of securing the venue. (The school is the preferred venue in Prey Kub because it is located within the center of the community and there is electricity and other facilities in the school such as blackboard and chairs.)
 - They also serve as participants to the AMM training to be able to understand more about the law and about AMM in general – its roots and means of control.

- iii. Interestingly, the local authorities mentioned that while they are busy with their work and farming (In BMC), they find time to join the training because they deem it important to maintain peace and order in the community. Said Mr. Tan Leang, Yeay Ort VVC: “Sometimes, we’re busy, sometimes not so much. Even then, I find time to perform my tasks with the CWCC because it’s important for the families in my village to be communicating with each other and for violence to stop.”

6.4.3 Project Methodologies and Activities

- a) There are two major activities that the participants and the KIs remember as the main methods employed in project implementation: one is training and the other is the regular meeting between the PO and the AMM participants:
 - 1) **Training** (on at least two aspects): one is on **how to control anger (Anger Management)**, the main contents of which according to the direct participants include what happens when one really gets angry and what to do when one is really angry, like they have to go out of the house or re-direct their anger to some other inanimate things or activities such as watching TV or movie, playing sports or doing other productive tasks or work; and the other one is an **orientation-training about the law on domestic violence**, facilitated by experts on the law.
 - 2) **Peer educators regular meeting**. The FGD participants noted that they used to have a regular meeting which was done on a monthly basis right after the seminars but is done on a quarterly basis now. They described the meeting as an opportunity for them to discuss about developments with respect to their anger management and to discuss problems and issues that they encounter in the process of changing their behavior. This is facilitated by the AMM project officer.

- b) Note that the participants received a kit with a handbook on the DV Law (small and handy and written in Khmer) and a calendar and with notebook and a pen, and so on. The men from Kotasoth thought the handbook is easy to read, except for those who are illiterate.
- c) Project reports made mention of IEC materials produced during the project duration which include posters and brochures (the team got hold of a copy of the brochure on the importance of managing anger.) (As for the poster, they did not notice any that is posted on the wall of the village or commune offices.) Project reports also made mention of a TV spot and radio guessting. Non-participants from Nimith¹ recalled seeing an ad on TV about domestic violence and the need for men to control their anger. However, when asked if this was sponsored by CWCC, they could not remember exactly. They also shared that the commune chief called a commune assembly once to share about DV and the law associated with it. They found the ad informative and the commune chief's talk instructive.
- d) The teacher in Prey Kub remembered the video shown during the training on AMM. The video was about the cause of the anger and how to control the anger. He thought that the presentation was informative and instructive.
- e) Asked what they liked about the training, the men said they appreciated the tips provided in the AMM training – what they should do when they get angry. The men from AT liked the snacks. The men from Kotasoth also liked the snacks. But more than this, they appreciated the fact that the training helped them to be more aware of themselves whenever they get angry and that they learned about the negative effects of domestic violence on their loved ones.
- f) At least two Key Informants mentioned the presence of experts on their respective field who are also external persons to the community. Ms Tith Leang IM said, "It's good to have new people who can teach the men about domestic violence and the law. Sometimes, they no longer want to listen to me if I tell them about what to do." Based on the interview with the AMM project staff, the resource persons invited to facilitate the training on anger management are experts or specialists in their respective fields: there are psychologists who talked on the psycho-social impact of violent and abusive anger and there are lawyers and gender advocates (from the Gender and Development Cambodia, for example) who talked about the law and its significance in curbing domestic violence in Cambodia⁷.
- g) The direct participants remember the punishment that they could receive if they commit domestic abuse. Based on the interviews, it is fairly safe to say that such a discussion of the law keeps them on the ground, so to speak. Says the Yeay Ort village chief, "From difficult to easy. Giving advice is easier now because of the project. They understand that there is the law and the men know a little bit better."

6.4.4 Problems Encountered During Project Implementation

⁷ It would have been positive on the part of the evaluators to have spoken with any one among the resource persons. The associate team leader was able to catch a glimpse of the talk delivered by a resource person from the Gender and Development Cambodia about the significance of male participation in reducing domestic violence. It is not enough to draw conclusions about the effectiveness of such an approach with some of the men who could not read and write.

Problem mostly centered on the attendance of the participants especially at the outset of project implementation. There was also a problem encountered as to the efficiency of the training activities and materials since some of the male participants could not read and write.

- a) (Mr. Long Vichet, VC, AT) Some participants had difficulty choosing between attending and going to work. If they go to work, they will get paid. However, some of them also wanted to know about the project so in exchange for the daily wage, they receive some payment – between \$2-\$5. They also attended because of the snacks. During the FGD with the men in AT, they said that they liked that snacks were served during the training.
- b) The VVC of Prey Kub echoed the same sentiment. Majority of the participants are poor and sometimes they are not able to attend the seminar the whole day because of work. Since this is the case, they don't get to receive the full amount given by CWCC. Some of them think that if they go to Thailand, they can earn more for the same day that to attend the training. He said that when he was talking with some men if they would be interested to go to Phnom Penh to attend the one-day national workshop-sharing on field experience, he had difficulty convincing many men to come. The men felt that the stipend they would receive to attend the training would not suffice since they will have to pay for all the costs.
- c) The CWA chair in Nimith Commune, Poipet District Ms Choun Si Than said that some of the participants from her commune could not complete the full day's training because of work. Ms Lat Plai, CWA head of Kotasoth noted the same concern.
- d) The Prey Kub Primary School VSD mentioned that since the focus of the project is to have the abusers join the meeting, some of the men purposely do not arrive on time. Other men would be waiting for them. When they still do not come, they would pick these men up from their houses. Some of the men are also busy as they have work in Thailand and sometimes, they could not attend because venue of the meeting which is often conducted at the school is far from where the men reside.
- e) The aforementioned is also a problem in Preaktaroth. Sometimes the men who were invited to attend the training were ashamed to do so because they commit abuse. The vice village chief, Mrs. Tith Leang IM, needed to go to their house and scold them personally so they would join the training.
- f) (Mr. Tan Leang, Yeay Ort VVC) "Sometimes, the project staff would call me to tell me that there would be a meeting on a specific date scheduled at 8 a.m. The call would come at around 6 a.m. of the same day. I would have a problem with regard to this because by the time I go house-to-house to invite the participants at 7 a.m., majority of them who are farmers are already out on field working."
- g) (Ms Kim Sophal, member, commune council, Preysor Commune, Dangkor District) At the outset, the men had apprehension joining the training because the women were not involved. The reason given to this is that some men thought the women should also attend because some of them (the women) are abusive themselves. For example, when husband leaves for work, the women stay outside and do not cook food and tend to neglect the children.

- h) The AMM PNP project staff noted the difficulty in explaining concepts and theories to men who are illiterate. They needed to use flipcharts and pictures to explain concepts. It is also harder for the resource persons to explain technical concepts to these men since the law sometimes deals with technical provisions.

6.4.5 Project Field Financing Support

- a) A recurring theme during the FGD discussions with the men and the key interviews has something to do with the stipend that the participants receive whenever they attend a seminar or a meeting. The payment differs depends on the distance of the venue from the community and the length of the meeting. If the meeting is undertaken within the village and is conducted for a half-day, the payment is smaller. The range as quoted by the Yeay Ort Village chief is between \$2-\$5.
- b) There are only two areas in which a complaint about the perceived inadequacy of the payment was raised: in Kok Khleang and Prey Kub. The complaint stems from distinctive points of view:
 - In Kok Khleang, the village chief maintains that participants react to the fact that when the training is done outside Sensok District, they have to pay more for fuel given the traffic situation in the city.
 - In Prey Kub, the VVC maintains that the complaint stems from the fact that the payment is not commensurate to what they will get if they go to Thailand to work; and that some of the participants do not get to receive the full stipend because sometimes they just report half-day or just part of the whole-day proceedings.
- c) Note that this concern was not raised in Kotasoth and Anlongkorn Thmey⁸. This is understandable given the proximity of the training venue to the villages, and given that many men in AT for example are unemployed at the moment. It is very interesting to note that in Kotasoth, more than the required 12 participants came to the FGD with their paraphernalia or training materials at hand (even though some of them could not even read or write).

Case in Point No. 2: Assistance provided to CWCC participants

After the training, CWCC provides seed capital for women to increase income/livelihood (Project self-help group for men and women to save money for one career). For women, after learning some skills with CWCC, the organization provides capital for them to start a business or enterprise to strengthen their income-generating capacity so as not to depend on the men for livelihood. For men, CWCC does not provide training on skills or capacity building; just strengthening them with AMM. But for men who survived human trafficking for example, they will offer technical skills for them to start a new life. The New Hope Project focuses on the victims or survivors of trafficking.

⁸ After the FGDs, the team handed out to participants envelopes with small cash inside. In one of the villages that the team visited, two of the FGD participants went on to do gambling right away.

6.4.6 Perceived Impact of the Project

- a) **Reduction of domestic violence.** Across all communities, there is the perception that domestic violence perpetrated by those men who took part in the training program has been greatly reduced. In Anlongkorn Thmey, the village chief estimates that domestic violence in his community went down from 80% to 20%. In Prey Kub, the vice village chief said that violence went down from 60% to about 20%. He said that when before 6-7 persons visited his office every day to complain about something happening within the household, now, he reported to having 2-3 similar cases per month. In Preaktaroth, the VVC reported four cases per month compared to the previous 20 average or a reduction of 60%. Again, the percentages given are anecdotal and are not supported by documentary evidence.
- b) **Grasping the intent of the law and using it as a reference to modify behavior.** One of the major impacts of the AMM project on the men is their understanding of the Law on Domestic Violence. When before the men-abusers thought that it was normal to perpetrate violence inside the house, now they are thinking many times about committing similar actions since they are now aware that they can get punished for doing so.
- c) **More time to do more productive work.** For all those interviewed in the FGDs, the concern with anger management and its intended and unintended consequences are linked to economics and livelihood. Respondents believe that with a much more understanding of their anger and the need to control it, AMM direct participants are able to do something more productive such as find work; many believe that becoming violent – since it also affects men's health, for example, when a man hits something like a wall or a chair, he inflicts harm on himself and sometimes, this causes him to be absent from work and therefore, if he does not work, he does not earn for that day and the next day and so on.
- d) **Incurring savings from non-destruction of property.** When a television set or kitchen materials are destroyed, the destroyed appliance or gadgets or utensils become additional cost on the part of the family. Given that the anger has been controlled to a significant extent, families don't have to spend any more on replacing destroyed goods or materials.
- e) **Better perception and reception of community toward abusive men.** There is also the concern about how the community looks at them. There is a general consensus that families involved with domestic violence are either looked down or shunned by other members of the community. Men who changed for the better are just seen as more trustworthy and more responsible. Once the abuse immediately stops, the community's perception of the abuser improves – they begin to talk to the man and his family again, although doubt still exists. Mr. Bao Sam Ouen, Kotasoth commune chief, said that within the two covered villages in his commune, the relationship between the abuser and the community has improved quite a bit, but not totally. The community still wants to see until when the abuser would be able to continue the preliminary changes that have taken place with respect to his behavior to the family.
- f) **Rebuilding of trust.** The FGDs for the women and the non-members revealed that the major impact on the children once DV is reduced is their

ability to trust the father again. There is some indication that the trust is being regained, albeit slowly.

- g) Those who were interviewed for the HH surveys noted that there are observable changes in the behavior of the men and their standing in the community. Responses given were: the men are now able to control their anger compared to before; communication between the members of the family is possible now; and some men talk to other men in the village about how to control anger and the like.

6.4.7 Perceived Challenges in Following Up Observed Changes and in Attitude and Behavior

- a) The men in Anlongkorn Thmey mentioned that it is still a challenge for them to control their anger. One participant said, “Our control of our anger is not yet 100% and sometimes, we struggle to manage it.” They said they are trying their best to move out of the situation as they had learned in the training so as not to inflict harm or injury to family members or things.
- b) In fact, among the participants, domestic violence still happens. The case of the woman in Prey Kub is a case in point. The PNP regional manager and project staff validated the fact that not all participants could be reached by the project – some of them might need professional help while others have to be referred to the police if they continue doing violence.
- c) The men also raised some concern about counseling or talking to older men. “Sometimes, they would not listen to us. They think they are smarter since they are older.” The peer counselor at AT said, “It’s also a problem if they’re richer than us. They think they know more as to how to deal with their domestic concerns.”

6.4.8 Some Concerns Raised During the Data-Gathering Period

- a) **On the possible participation of women in the project.** This seems interesting in that women want to take part in the AMM project. The women-participants in the two FGDs for non-AMM participants said they would like to know about their husbands, fathers and brothers more – what is happening with them when they get really angry and tend to become violent. The women in general said that sometimes, they serve as the trigger of the men’s anger because they forgot to cook, they were out gambling or busy watching TV or movie. They want to take part in the AMM so they can understand more about the men’s situation so they can do something about it.
- b) **Others interested as well.** Even those who knew nothing about the project said they would be interested to join any project related to AMM even if they don’t have a male member of their family who exhibits violent behavior or has the tendency to become violent. They would be willing to take part because they would like to know more about violent anger and its implications.

7.0 ANALYSIS OF FINDINGS

7.1 On the Need to Identify the Correct Project Area and Establish Appropriate Criteria

- a) One of the key elements to the relative success of the AMM project in certain areas, such as in Anlongkorn Thmey and in Prey Kub is the selection of the communities itself. This is not to say that CWCC did not the other project areas correctly since AMM as conceived to be a project that is preventive in character and that potentially violent men are also a target-clientele. It is merely to say that while DV is taking place in all the currently covered project areas, the chance of it taking place in these two villages is greater than say in Phume 2 or in Kotasoth.
- b) Based on the analysis of the KIs themselves, the following contributes to such:
 - The so-called migrant character of the communities – these communities are made up of different groups of people who came from other provinces or location to find work nearby. They brought with them provincial (or regional) sub-culture as they tend to cluster in the same area within the villages.
 - The state of employment and unemployment of both men and women in these areas – in AT, many men work as seasonal construction workers in nearby factories that are being built around the community; in PK, a number of both men and women work in Thailand at least five days a week leaving the community early in the morning and going back at dusk. Men are often left to tend the fields or vice versa.
 - The changing character of the communities – from a decidedly rural area into one becoming a little bit more urbanized
- c) Of course, it helps if CWCC has already made an initial footing in the covered communities but this seems not so important if seen within the context of the readiness of some villages to cooperate with CWCC, given that the organization has established a reputation of helping women and families in the past.

7.2 On the Need to Reinforce Local Support to Facilitate Activities and Expansion of Project Coverage

- a) As per finding of the study, the commune chiefs and the covered commune councils definitely know about the existence of the AMM project in their covered villages. There is an official request written by CWCC outlining the objectives of the project and the expected assistance from the local authorities. In some instances, the staff of CWCC even personally explains the intent of the project to the authorities.
- b) Most local authorities regard themselves as project participants. They need to attend the training to familiarize themselves with the content. Most of the time, the representative from the commune or the village chief has to be in the training to do the welcome remarks or open the activity.
- c) In practice, there seems to be two FPs for each of the village covered:
 - *Administrative* – This is usually the village or vice village chief who takes care of administrative concerns – invitation of participants and reservation of the venue
 - *Program or Project-related* – This is usually the head of the peer educator's team who takes care of following up the other direct participants (monitor their developments) and provide the PO some feedback about what's happening in the community in terms of curbing DV.

- d) Sometimes, this layered relationship poses some problems in terms of facilitating the project components. Having two or more people as contact persons sometimes create problems in coordination. This tends to slow down the process a little bit.
- e) While they have no problem contacting the participants or doing house-to-house invitation, the local authorities have other things to do. It may be more practical to identify a single focal person who will serve as the community assistant of the AMM project staff. But there is the caveat, the core FP could be depended on to do coordination work. Whether this is the local authority or a trusted peer educator is beside the point. He must be willing to facilitate the project process on field because he himself is part of the process, not because he is mandated to do so.

7.3 On the Need to Appreciate the Rising Level of Developed Leaders: The Emergence of Peer Counselors among Peer Educators

- a) The project officers conduct regular quarterly meeting with the participants of the training. The men who number about 20-25 are called peer educators. Asked to describe what was being talked about in the meetings, the men said it's a follow-up on the developments and changes on their behavior that they have to work on, for example, if they are following the recommendations discussed during the training on what to do when they get angry, and so on. The meeting also serves to remind the participants about the theoretical foundations of the training, for example, anger contributes to the breaking down of the family's social fabric, and so on.
- b) Based on the findings of the study, two levels of direct AMM participants do follow-ups and monitoring of activities with fellow participants (as well as others) in the same community:
 - **Peer educator** – This is a participant in the training. He is asked to come to the regular meeting (The men in Kotasoth said before they used to meet once a month). They number about 20-25. They are expected to share with other men what they learned in the training and in the peer educator's meetings. Based on their personal experience with AMM, they try to describe to their friends and neighbors how they control their anger and what they do if they get really angry, and so on.
 - **Peer counselor** – There is another set of men who underwent the AMM training who have become very good at educating other men that they now infuse some element of psychological counseling when they deal with other abusive men in the community. A former abuser himself, the peer counselor does counseling with other men who have problems controlling their anger. By virtue of their experience with AMM and in regularly coordinating with the local authority, he is now in a position to counsel abusive men or even batterers. Take the case of Kim Vanna from Anlongkorn Thmey. When there is a conflict between couples in his community, the village chief often summons him to do counseling to resolve the couple's family concerns.
- c) In a sense, the peer counselor is highly valued for his contribution to maintain peace in the community. More than a peer educator, he now seems himself in a position to share with other men the breadth and depth of his personal experience being a so-called certified abuser himself. He tries to counsel men

based on his experience and what he learned from the AMM training and other opportunities provided by CWCC.

- d) Asked how they view their peer counselor, the men in AT said that Kim Vanna is responsible and that he has served as a role model for them. Known abusers in the village were personally invited by him and that they appreciated him for this.

Case in Point No. 3: Assisting the VC

The village chief of Anlongkorn Thmey seeks the assistance of Mr. Kim Vanna, AMM peer counselor, to help him counsel couples who have problems sorting out relationship differences – which sometimes turn out to be aggressive confrontation. In such a case, the peer counselor tries his best to explain, based on his own experience, how the couple can deal with anger and how to manage it. Normally, the focus of the counseling is on the destructive consequences of anger if not managed positively.

7.4 On the Need to Mobilize Peer Educators and on the Need to Have a Concrete Plan of Action from the Last Meeting to the Next

- a) The direct participants were given a laundry list of what to expect throughout the duration of the project. They will meet once every three months (quarterly) to discuss developments and changes in the participants' behavior, and on what to do about their problems if they're facing any. Asked what they are doing in between the last quarterly meeting to the next meeting, some of the men pointed out that they try to provide counseling or give advice to a friend or a neighbor who has some problems controlling his anger. When seen closely, there is no concrete plan as to what the peer educators can do or should be doing from the last meeting to the next.
- b) This is worthy of discussion. In Prey Kub, at the time of the FGD with the women, a wife of a direct AMM participant revealed to the group that her husband hit her around three or four days before the meeting. She showed everyone the wound that was just starting to heal. She mentioned that the husband came home drunk and when she asked him something, he hit her with a wooden stick that left her right leg wounded.
- c) While it is difficult for the project to contain everybody's behavior, the other members of the peer educators group should be ready to do something when anyone of their co-members misbehaves. This is so because technically, everyone in the group becomes each other's responsibility once the peer group meeting starts. This maybe or may not be a function of peer education. However, given that Prey Kub is the newest area to be opened – they finished the last of the training session around end of February or early March – this still came as a surprise for the project evaluation team. It may be asked: What could the peer educators have done in order to mitigate this situation? Do they even know that this just took place recently?
- d) The answer seems to lie in the readiness or quick responsiveness of the peer educators group to address the off-tangent behavior of anyone of their members. And the response can be two-pronged: one, the group could serve as somewhat like a Peer Pressure Team that can be called on immediately to address a household emergency. Clearly, the goal is to have the man-member stop what

he is doing at that particular time. They should prod him to stop it right away. The other possible course of action is for the group to call the police to intervene if the behavior becomes really violent. They should make sure that the abuser does not go out of the house to escape or bail out.

- e) If there is no plan how to go about this, it would be left again on the jurisdiction of the village chief to do something about it. If there are chronic wife or children beaters in the community, the violence gets repetitive. Somehow, the group should have a clear plan as to what to do if something like this happens within their vicinity.

7.5 Notes on the Payment Given to the Participants

- a) This concern has been recurring for both provinces and has been at the forefront of discussions with the KIs and during the FGDs with the direct participants.
- b) Two things can be used as summary statements:
 - 1) The payment is intended to cover for the supposed wage of the participants when they fail to go to work because they have to join the training.
 - 2) The payment is somehow a come-on for participants to join the training since it is really difficult to make people join activities (again, due to their being busy with work).
- c) Generally, the payment is regarded as a blessing by the participants especially those who do not have a regular source of income. This covers an aspect of what the family requires for that particular day when the participants have to attend the training. However, it becomes an issue only if the training is conducted the whole day but the participants could only attend half the time. Then, they will only get partial payment.
- d) The issue being raised by the VC of Kok Khleang has something to do with the distance of the venue from the village when the training is conducted somewhere else in PNP. He claims that they have to shell out more money if the venue is far from the village. It becomes a concern for some participants at the outset if they do not have money to pay for the fuel. This is the reason why the participants feel a little bit burdened by such an arrangement.
- e) As it is, the concern with the payment of expenses seems like a damned-if-you-do-damned-if-you-don't proposition since the people already expect it based on their experience. The prevailing culture in Cambodia both paves the way for and reinforces the practice. There must be something that can be done in the future to balance the need for people's participation and their economic requirements in a way that it does not become an automatic pressure on the part of the NGO to provide for the participant every time.

8.0 PRESENTATION OF THE RESULTS OF THE SELF-ADMINISTERED QUESTIONNAIRES (INDIVIDUAL REFLECTION GUIDES) AND INTERPRETATION OF FINDINGS

No.	Statement	General Average	Ave. for PNP Villages	Ave. for BMC Villages
1	I can now understand the frustration and negative feeling of the members of my household whenever I vent my frustration and anger on them.	3.56	4.06	3.21
2	I can now understand the frustration and negative feeling of the members of my household whenever I vent my frustration and anger on things and other materials.	3.57	3.76	3.43
3	I now understand that it is counter-productive and counter-intuitive to be always getting angry at the slightest provocation.	3.2	3.64	2.86
4	I now understand that getting angry at the slightest provocation doesn't do me and the members of my family any good.	4.27	4.71	3.91
5	I now understand that getting angry at the slightest provocation doesn't do me and my neighborhood any good.	4.16	4.61	3.76
6	I now understand that physically or verbally abusing any member of my household only serves to make things worse and contributes to the breaking down of peace and harmony inside the household.	3.91	3.47	4.46
7	I now have a better appreciation of what others are going through when they feel frustrated, disappointed and angry.	4.41	4.04	4.53
8	I can now better express my feeling of anger, frustration and disappointment as compared to before.	4.36	4.04	4.32
9	I can now express my disappointments, pain, anger and other negative feelings in a non-violent and a non-threatening way.	4.27	4.0	4.37
10	I now think of the feelings of others and imagine how they would react if I express my emotions in a violent or a threatening way.	3.44	3.04	3.82
11	I now think about the negative consequences of my behavior – that I do not have to get angry at things or persons or situations all the time.	4.20	3.76	4.49
12	Recognizing the root or source of my anger helps me to calm down.	4.50	4.33	4.52
13	Now, I honestly believe that I am trying my very best to see things from the perspective of the other person.	4.50	4.19	4.54
14	If I wasn't able to control my anger and I realized I did something wrong, I immediately come up to the person I felt that I wronged and ask for apology or forgiveness.	4.67	4.47	4.76
15	I am seriously apologetic for all the hurtful things that I did and said in the past.	4.52	4.19	4.88
16	I notice many positive changes in my behavior especially concerning my relationship with the immediate members of my family.	4.56	4.47	4.53
17	I can say that I have better respect now for my wife, my sister, my children and other members of my family.	4.76	4.76	4.76
18	I can say that I am now able to control my anger and I am now in a position to consider the feelings and reaction of other people toward me and my behavior.	4.48	4.38	4.55
19	I can honestly say that my wife or the other family members trust my better judgment and my inner calm now as compared to before.	3.98	3.67	4.54
20	When I cannot do anything about things, I try to resolve my frustration by directing my emotions to other things or activities that will not cause harm to anyone.	3.58	3.67	3.56

No.	Statement	General Average	Ave. for PNP Villages	Ave. for BMC Villages
21	When things are going out of hand and are out of my control, I try to remember the things that I learned from attending the training of CWCC.	4.18	4.04	4.53
22	I believe the time that I spent with the counseling and attending training sessions and doing other activities did not go to waste as I learned many things from them.	4.62	4.14	4.82
23	The training and counseling provided to me during the course of the project gave me a new perspective on how to treat women and children.	4.42	4.28	4.19
24	The messages promoted by the project have provided me with a very good anchor in which I can model my future behavior.	4.55	4.47	4.7
25	Working with the peer counselors has provided me with enough self-confidence to confide in someone who I thought is in a position to understand my situation very well.	4.45	4.33	4.6
26	I thought that the peer counselors are well-trained enough that they are in a position to provide me with sound advice on how to manage my concerns with anger and tendency to become violent.	4.65	4.33	4.72
27	I could say that the staff of CWCC in general provided me with opportunities to learn more about myself and in particular how my behavior affects other people.	4.71	4.73	4.68
28	If given the chance, I will assist CWCC and other similar organizations to reach out to other men who are undergoing the same situation that I went through or am still going through.	4.04	3.61	4.56
29	If given the chance, I will continue to attend activities and sessions geared to fully understanding my anger situation and the like.	4.59	4.57	4.61
30	I vow to continue understanding about my mental state and adjust accordingly based on the demands of circumstances.	4.86	4.74	4.98
31	I believe that the Anger Management for Men (AMM) project helped me to start moving forward to the direction that I want to be in the future.	4.45	4.33	4.57
32	I honestly think that the AMM Project did many things for me that I can use in building my relationship with myself, my family and my community.	4.90	4.87	4.93

- a) The general statement that could be drawn from the results of the SAQ (IRG) is that across provinces and villages, there is a significant change in terms of how the participants regard themselves in relation to others when they are succumbing to the pressure of committing violence within the household. Statements 4-7 attest to this finding. There is a bold understanding on the part of the men that anger does not technically bring about positive effects on themselves and the object of their anger. However, it is fairly instructive to note that Statement No. 6 is somewhat reflective of the belief of some men and women in the communities that “verbally abusing or saying certain negative things to the children or the wife is somewhat better than physically abusing them.” This response has been shared for both PNP and BMC villages.

- b) In terms of expressing their anger (affective aspect), many men believed that they can now express this emotion better, that is, anger is vented in a non-threatening way. However, this non-threatening way is not yet clear (many men still need to have some form of routine when being faced with anger situation) such that they can direct their anger (and frustration) to certain things or activities that will not cause harm to anyone (Statement No. 19). The score for this particular statement is 3.58, way below the passing mark of 3.75.

- c) Statement No. 17 is interesting to say the least because of the score gotten from both provinces: 4.76 which is very high. All the men thought that they now have more respect for their wives and other women in the household. However, such a respect may or may not translate to the belief that they already earned the trust of other household members, that is, they would not be committing the same mistakes again. While the average for this statement (Statement No. 19 is passing), men from Phnom Penh are having some concerns with how the other women members of their family regard them now in terms of trust. The anomaly came from Phume2 where all four men strongly disagreed to the statement. They do not believe that they already have the trust of the members of their household.

- d) It is interesting to note the fact that all men feel remorse after attending the AMM training (4.52 for Statement No. 15). But maybe not during the time they were committing the infraction against the women and children. In Prey Kub for example, a woman who shared her story said that if given the chance, she would rather have her husband attend a one-month long training on anger management because she could barely sleep at night. She maintained that she has been able to get a full night's sleep one day in a month. She is still scared of her husband despite the fact that he already completed the training.

- e) Statement No. 20 which reflects one of the core values taken during the training, that is, to be able to deflect anger by focusing on other things or activities, yielded an average response. This can be taken to mean that many men are still having problems dealing with their anger situation.

- f) Statements 22 to 24 provide some insights on the perception of the direct AMM participants about the whole AMM training package. The responses are consistent for most part with the scores ranging from very good to excellent. Majority of the participants thought that the time and effort they spent on attending the training was useful and that the content of the training (the messages and information shared by the resource persons) provided a new dimension to the issue of domestic violence and what they ought to do to reduce it. In particular, there is no disagreement on their part (Statement 23) that indeed, the training provided them with a new perspective on the need to treat women and children humanely and fairly.

- g) Statement No. 28 seemed erroneous. While the BMC participants thought they would help out CWCC in similar undertakings, the average score of PNP participants did not reach the passing mark of 3.75. This is because all respondents from Phume2 strongly disagreed with the statement. The study did not probe the reasons for this as the questionnaire was self-administered but there is evidence that this has something to do with the busy-ness of the men in that village such that they have little time to go beyond the reach of the community.

- h) All the SAQ respondents thought that the CWCC staff (which they normally referred to as the project officer and sometimes, the regional manager in PNP for example) were helpful to them throughout the course of the training process. Within the FGDs, participants from AT for example said that the CWCC staff were helpful, friendly and approachable. In Kotasoth FGD, the men said that what they liked about their PO is that he is friendly, has a sense of humor, sings videoke with them if he has time, and that he is down-to-earth. Surely, the characteristic of being affable and trustworthy (or responsible) ranks at the top of the agenda of the participants when it comes to relationships with the project staff.

- i) Two statements were inadvertently omitted or deleted from the English original during translation. These were Statement Nos. 28 and 29 which now appear in this report as Statement Nos. 31 and 32. Note that the statements were administered to the participants to the National Workshop on the Importance of Men's Responsibility to End Domestic Violence held at the Imperial Hotel on June 11, 2013. There were a total of 29 participants who took part in the survey (15 from PNP and 14 from BMC). The result is as follows:
 - For statement No. 31 that affirms the belief of the participants in the efficacy of AMM in terms of providing them with life direction, 14 participants agreed (48.28%) and another 14 said they strongly agree. Curiously, there is a lone participant who said he had no particular opinion about this matter (3.4%). The general average of 4.45 is consistent with the responses provided by KIs from Prey Kub and the Commune Leader of Preysor

in Dangkor District where AT is located. For Prey Kub, the vice village chief maintained that the project is still new there and that five or six months of project implementation is not enough, considering the demands for counseling vis-à-vis the size of the village and its characteristics. The Preysor CWA officer noted that there is only one village in her jurisdiction that is now part of the AMM project. She thought the project needs to expand to another village within the commune that shares characteristics of AT, that is, domestic violence is prevalent in that village and that something should be done to reduce DV there.

- For statement No. 32 which says something about the usefulness of the AMM project to the participants, to their respective families and the communities where they belong, an overwhelming 26 out of 29 agreed strongly to the statement (89.66%) while the remainder said they agree (10.34%). The general average for this statement is nearly perfect 5.0 (4.90).
- j) There is also an interesting finding in the study – that some men, including some of the key informants regard verbal abuse as “somewhat better than physical violence.” In Phume2, women did not technically regard raising of voice or the husband saying strong things to them as verbal abuse. They said so because when this happens, it is customary for them to keep silent, and this also holds true for the men. When it is the women who were having complaints and started nagging the men, the men should keep quiet and let the women keep on talking. Nonetheless, majority of the women in Prey Kub (for the FGD) thinks that shouting at children for example actually diminishes the latter’s self-esteem and belief in themselves.

8.1 Summary of Responses

Table 4: Summary of Ratings Culled from the Self-Administered Questionnaires

Domain	Average Rating	Equivalent
Cognition and awareness of the need to control anger in relation to other people (and things)	4.23	Very Good
Affection and change in emotion toward the objects/subjects of anger, primarily women and children	4.31	Very Good
Behavioral response (action orientation), including analysis of future behavior with regard to a hypothetical event	4.54	Excellent

General notes to the table:

- a) Aggregate scores for all domains are passing. Interestingly, the participants regard themselves as having hope in terms of continuing the process of behavioral change. This is positive considering the fact that many among them have seen themselves to be at the lowest point in their lives.
- b) Understanding their internal context as well as how their thought processes affect their emotions is a necessary step in moving forward. Somehow, there is a general acceptance on the part of the men that inappropriate and ineffective expression of anger merely creates a gap between themselves and the others that serve as the object of their anger.

9.0 SUMMARY CONCLUSIONS

In response to the identified objectives of this evaluation, the following summary of conclusions is generated based on the data and information gathered:

1.0 CWCC conducted the identified activities throughout the duration of the project.

1.1 Two major activities mattered most to the direct project participants and these are the two trainings conducted and the peer educator’s meetings conducted on a quarterly basis.

1.1.1 The training on anger management and law on domestic violence were regarded as effective in the sense that experts (resource persons) in their respective fields (Psychology, counseling, law, gender relations, etc.) facilitated the training (seminar). This is equally important for the Key Informants because they regarded this as an opportunity to push forward their agenda of maintaining balance and harmony in the community – in that the experts helped them clarify certain truths about domestic violence and the law.

1.1.2 The video presentation was regarded as an effective tool in clarifying and putting forward important messages.

1.1.3 The Information, Education and Communication (IEC) materials were helpful in putting forward the messages on the need to control men’s anger so as to curb domestic violence and in terms of cautioning them to be mindful of their actions because punishment awaits those who commit it. However, there is a caveat to this: not all direct participants can read and write and that the textual IEC materials can only go so far in dealing with this segment of the abusive population (roughly representing about 10-15% of the target clientele.)

1.1.4 There was a mention about a TV spot on DV except that the participants who mentioned it could not identify if the spot was sponsored by CWCC or another organization.

1.1.5 The team just has a comment about the holding of a national workshop in Phnom Penh. The Prey Kub VVC said that he had difficulty convincing some AMM participants to come to PNP for the seminar because the men found the payment small when compared to what they could be earning when they attended work in Thailand. The reason for this is that BMC is at least eight hours by bus and practically, the participants would be traveling the whole day just going to PNP. Likewise, the recent workshop was scheduled for just one day with the men taking part as audience to the resource person’s presentation. Given that this is covered by the project budget, it may be wise for CWCC to check the cost-efficiency and effectiveness of such an approach. Offhand, national workshops should be providing participants from all over Cambodia with an opportunity to talk, both in small groups and during plenary, with a host of effective facilitators that could help them channel their experiences toward meaningful and creative expression.

Box 4: Best Practices in Project Implementation

CWCC being mindful of existing protocol in communication and intra-organizational relations.

- Partners are fully aware of the objectives of the project
- Local authorities are aware of the expectations of them.
- Project staff are highly regarded in the project areas.

CWCC being brave for engaging abusive men to an intervention that attempts to strike the so-called male problem at its roots.

Valuing the services and contribution of the participants by providing some financial assistance to compensate for the missed work

2.0 The Anger Management for Men Project has technically achieved the objectives it set out at the start of project implementation.

- 2.1 Violence in the covered communities has been reduced to a greater extent and that the participants have identified numerous benefits that they derived from attending the training and the peer educator's meetings.
- 2.2 The results of the Self-Administered Questionnaires (Individual Reflection Guides) validated the changes in their cognition or awareness of internal processes, how they feel about the aggrieved parties and how they (would) behave when confronted by similar circumstances.
- 2.3 There are some effects on the duty bearers and support systems themselves, them being part of the process (acting as resource persons or assisting in inviting the participants.) They learned more about the laws and their application and that they are now more assertive of their respective roles in ensuring that domestic concerns are put forward for resolution.
- 2.4 The women find some peace in the households, although some women in Prey Kub thought that their husbands' or fathers' participation in the training is not yet enough, considering that violence is still taking place within the household, but not in the same magnitude before the commencement of the AMM.

3.0 The AMM as it is packaged now is a project consisting of training sessions dealing with men's anger and the law on domestic violence, formation of men's association (peer educator's group) and follow-up of the men through peer quarterly meetings.

- 3.1 Two things can be summarized through this statement:
 - The main task of looking for and inviting the participants to the training on AMM is primarily given to the Focal Persons either at the commune or the village level. For all intents and purposes, this is convenient because the FPs at one time or another have already encountered these men (or possible) men.
 - At a certain level, the AMM is able to address DV at the village level. This is certainly true for men who are not known to be chronic wife or children batterers. The clientele that is most suited to attend the AMM project package are those men who are able to stand up and make accountable to the consequences of their actions and understand this situation with the assistance of external facilitators or counselors.
- 3.2 The main concern with Summary Statement No. 1 is that as far as the FP's are concerned, following the criteria set by CWCC, anybody could be a potential participant to the training. This was evident in Kotasoth and Kok Khleang. Too much decision-making power has been given to the FP's to decide. First and foremost, the success of the project lies on the consent and willingness of the project participant to get fully involved in the project even after the training has ended. A modicum of screening based on a set of criteria has to be done to identify the participants and the local authorities should do this in coordination with the AMM project officer. Preliminary information about the target-clientele should be prepared and this information that highlights some indicators should be made as a reference for tracking the development of the angry men and for their evaluation.

10.0 RECOMMENDATIONS

1.0 Given the critical and delicate character of the project intervention and the context that it wants to address, there is a need to select the project areas based on a predetermined set of criteria. For most part, success of project implementation outset hinges on the proper selection of project areas. The study sees the suitability of particular project areas more than the others.

- 1.1 The project areas that exhibit a high degree of “anger” as evidenced by the magnitude and intensity of reported domestic violence in the said communities are Anlongkorn Thmey in PNP and Prey Kub in BMC. Although the team did not actually conduct a HH survey or any FGD in Preaktaroth, the interview with the KI also pointed to the prevalence of DV in this area.
- 1.2 Kok Khleang lies somewhere in the middle. While DV is happening here, it is more difficult on the part of the VC to monitor internal events at the household level, unless concerned community members report the incidence to him. The community has become diverse such that the village chief now is in a defensive position to control who goes in and out of his village. A decision has to be made whether to continue with this village or it would be put on a satellite basis.
- 1.3 Kotasoth and Yeay Ort have domestic violence but not at the same level as Prey Kub (or as described by the BMC AMM project officer, the same as the other project area that the team did not visit, namely, O Bey Choan.) Some of the AMM participants in Kotasoth were merely invited because the VC knows them very well. This, even if they do not have a history of violent anger or even if they are not that prone to becoming violent when angry. The situation is similar in Yeay Ort.
- 1.4 The selection of Phume2 in Russeykeo as a project area has the right intention in mind, that is, to organize the men and talk with them about the dangers of domestic violence. However, the four men who took part in the SAQ are not interested to go any further in terms of cooperating with CWCC with respect to this project. There is also some evidence pointing to the need for CWCC to re-think its intervention at the village level to take into account the religion of the villagers, their culture and what they believe in. If ever CWCC wishes to engage this community to make the men behave differently, the intervention would have to suit what the Islamic religion demands of the men.

Table 5. Summary of Recommendations Re Actions to be Done with the Current Project Areas

Village	Recommendation	Immediate Steps to be Done
Anlongkorn Thmey	<ul style="list-style-type: none"> ▪ Explore the possibility of doing an exit survey/interview with the AMM participants in the village to facilitate an amicable termination of engagement with the community. ▪ Explore the possibility of looking at other villages in the same commune that have the same characteristics as AT as possible expansion areas (based on the recommendation of Preysor CWA head). 	<ul style="list-style-type: none"> ▪ Continue coordination with the village chief should problems continue arising; ▪ Discuss with Kim Vanna how he could be of more help to CWCC – maybe as a volunteer assistant with some stipend at the start.

Village	Recommendation	Immediate Steps to be Done
Phume2	Explore the possibility of doing an exit survey/interview with the AMM participants in the village to find alternative means of how to engage men who have problems with anger management.	<ul style="list-style-type: none"> ▪ Discuss with the village chief, the men-participants alternative actions that can be done to address potentials of domestic violence.
Preaktaroth	Conduct further study on the state of domestic violence as precipitated by uncontrolled anger among men in the village (as the evaluation team did not conduct HH survey or FGD there)	<ul style="list-style-type: none"> ▪ The team cannot specify immediate actions to be undertaken since they did not conduct field data-gathering there, except may be for the need to set a meeting with the peer educators and the VVC to discuss possibility of conducting an in-depth participatory research to establish extent of DV in the village.
Kok Khleang	Continue AMM operations but a more in-depth research to establish scope and extent of domestic violence caused by violent anger needs to be done.	<ul style="list-style-type: none"> ▪ Establish trends in DV by expanding the scope of research to cover the periphery of the village, not only near the village chief's house. ▪ Ensure that the participants to the next round of AMM (if and when it will still be included) come from the poorer sectors of the community.
Kotasoth	Explore possibility of terminating active engagement with the community with the end in view of retaining the area as a satellite site, that is, CWCC will not have a strong presence there anymore but will still coordinate with the FP and the peer educator's group there to still be able to assist the contact persons in sustaining project activities.	<ul style="list-style-type: none"> ▪ Talk to the peer group about the decision but still consider the area as a satellite area. ▪ Assign somebody from the peer educator's group to serve as Team Leader.
Yeay Ort	The same as Kotasoth's	<ul style="list-style-type: none"> ▪ The same as Kotasoth's
Nimith1	The same as Kotasoth's	<ul style="list-style-type: none"> ▪ The same as Kotasoth's
Prey Kub	Sustain and intensify AMM operations with the end in view of expanding the reach and scope of the project to other areas in the village and to engage more men to attend the training and peer group meetings.	<ul style="list-style-type: none"> ▪ Call a meeting with the VVC and the core of the peer educators to discuss future plans, with the end in mind of garnering support for possible expansion of coverage within the village. ▪ There is a need for the men to list down all the names of current abusers as well as potential abusers and talk to them individually. They can then submit the names to the AMM PO and to the VVC so they can talk to them to get their consent and commitment to take part in the project.

Notes to the Table:

- 1) In Anlongkorn Thmey, given that the area was among the earliest to be opened, the AMM could now be wound up there with the caveat that there would be an exit interview with the local authorities to glean the most important lessons in project planning and implementation and to be able to move from there. The area is doing well in curbing DV with the assistance of the village chief and peer counselor.

However, some form of follow-up could still be extended to the 23 participants who took part in the training.

- 2) It is highly recommended that CWCC consider the possibility of terminating the AMM project in Phume2 with the caveat that the project staff needs to meet with the AMM participants as well as with the women. The purpose of the exit conference is for CWCC to seek to dialogue with them to determine the best possible intervention that CWCC can do, perhaps, family counseling as a requisite for community-building or community organizing.
- 3) Given that the men in Kotasoth and Yeay Ort have expressed willingness to cooperate with CWCC, it might be good for the organization to continue the project but on a **satellite basis** only: the peer educators will be followed up under the technical guidance of the local authorities so they could continue with their peer education. Technical assistance to them will therefore be limited. This may also be the case for Nimith1 – a different form of technical assistance maybe employed to reinforce anger management and the like.
- 4) The AMM project extension should be intensified in Prey Kub to expand number of covered men and probably the streets covered. Evidence points to the need to reach out to more men (and women) in this community in order to manager anger of men.
- 5) The commune councilor in Preysor, Mrs. Kim Sophal was adamant in asking the CWCC for an extension. She made mention of another village within the Dangkor Commune that shares similar characteristics with AT such that domestic violence is on the rise there. The name of the village is Rokokohs and it may be worth looking at as a potential area for expansion. There may be another one or two from the remaining of the 12 villages that maybe suitable for project entry.

2.0 Main Criteria for Selection of Future Project Areas

2.1 In choosing future project areas, it may be helpful to include the following to the checklist of criteria in project area selection:

- a) Data should clearly point to the prevalence of DV stemming from anger management-related deficiency. Sources of information include the mediation records at the commune and village level, if any, Key Informant interviews with the local authorities, FGDs with stakeholders to include the primary or secondary school director, the head monk at the pagoda, professionals, and other representatives in the community. A survey could also be done to take into account knowledge of the community residents about the incidence of DV in their community.
- b) The potential project area should exhibit any of the following characteristics:
 - Migrant characteristic of the community – people from different places converged to settle there with the intention of finding employment
 - High incidence of poverty and prevalence of unemployment and vices
 - Relative distance from the main road – the farther the village, the more likely for unemployed men to stay within the village, the more likelihood for violent anger and DV
 - Others

3.0 On the need to select the project participants carefully and for them to get fully engaged in the project process and activities. It is highly recommended that CWCC endeavors to invest some time and effort in the selection of the project participants. The evaluation team recommends that CWCC continue with its target-clientele: those who are known abusers and those who are potential abusers, judging from their propensity to get very angry. (CWCC can refer to the contents of the SAQ prepared by the Consultants as a basic reference for evolving the requisite behavioral indicators in dealing with the prospective project participants.)

3.1 Future project participants need to undergo some form of screening – by way of personal interviews – to determine their readiness and willingness to undergo training and ongoing (periodic) peer and individual counseling and to be part of the peer educators team in the future. The local authorities can submit to the CWCC the names of the known abusers in the community, especially those who get very angry at the slightest provocation⁹.

3.2 The most angry men could undergo initial counseling and/or undergo psychological testing – only if they would agree to the idea. Their files will be kept confidential – the CWCC resident counselor or psychologist, the regional managers, and the POs will be the ones to know about the mental state of the prospective participant.

3.3 There must be some form of a written (or a verbal) agreement with the prospective participant about their willingness to undergo the AMM process and to be accountable to their actions if they fail to meet counseling standards, that is, if they keep on committing undesirable behavior and that CWCC reserves the right to do extreme actions if the men continue doing acts of domestic violence.

4.0 On the firming up organizational structure for project operations and implementation. It is recommended to identify and train a Focal Person other than the local authority to facilitate the conduct of activities.

4.1 It is clearly evident in the Key Informant Interviews that CWCC fully respects and observes necessary protocol whenever they enter a community. Request letters, phone calls and follow-ups are done to ensure that activities are implemented properly. The commune leaders are well informed of developments at the village level. The local authorities have given their consent to CWCC to proceed with the project. With this, there is no pressing need to always communicate with the commune officers or even the village or vice village chiefs about what is happening with the project.

4.2 What is needed are the following:

- Once the consent is given or once the commune or the village approves the request, CWCC can show to them the six-month action plan identifying schedules and logistical and other requirements as may be required from the local authorities.
- At the outset, the local authority should be designated as the FP. However, after the first cycle of the community training – maybe after 2-3 months -- a core of about three people could be organized in the village to assist the local authority and the project officer in following up the other members. Apart from the regular quarterly meetings, the core group can be assigned to do particular things while waiting for the next

⁹ Batterers may be an entirely different category. CWCC should resolve if it's worth involving them in the AMM project since they may be requiring more extreme forms of intervention.

meeting to be conducted. The PO could plan with them concrete steps that they have to do in case some community disturbance happens. This will be done in consultation with the village or vice village chief or whoever is in charge of CWA.

- After four or five months, it is now possible to identify a Focal Person who belongs to the core of the peer educators from the same village. This is important considering the fact that the duty bearers, namely the local authorities, already about the project. Note that the FP from the core of the PEGs must have the prior consent or recognition of the local authorities since the two parties need to work hand in hand in implementing project plans in the area.
- The identified FP could be trained hands on by the PO and be made to attend a specialized training on how to do peer counseling and how to become a very good worker.

4.3 It is also possible that the FP could be based in the commune. However, given the distance of the villages from each other, it would be more feasible if the FP is identified on a per village basis.

4.3.1 But, CWCC could also hire the services of some of their leaders who have already shown a high degree of independence in terms of decision-making (with regard to the problematic men in the community) and who have been doing counseling service for free of charge. They can be hired to assist the PO to do some more work in their respective villages and/or assist the PO to do extension work in other villages. For example, Kim Vanna, peer counselor from AT, could be hired as a peer assistant who could be tasked to assist the PO in reaching out to nearby villages or even outside of DV. This person is working seasonally. It is his utmost desire to work as a staff of CWCC. He is someone who could be regarded as a homegrown talent (CWCC-trained). What is positive about his intention is that he has the time to do it and that he already had some training which could be further reinforced. (See case study on Page 50.)

4.3.2 For persons like this, CWCC can think of ways how to compensate for their services.

- One possibility is to paying them a small amount to cover expenses for transportation or provide them with a small stipend since there is the possibility of them working full time during the course of the project.
- An alternative is to have them work as a volunteer for, say, three months and then they could be hired on a per contract basis (for one year renewable every year until the end of the project or when the project funding will terminate or whichever comes first).

4.3.3 In a way, this is a good opportunity for the project to serve as a showcase that former abusers themselves could be trained to take on a bigger task of extending their behavioral change to other men who need or seek help along this line.

5.0 On the need to strengthen the capacity of peer counselors and peer educators to be more proactive in dealing with existing and arising situations in the community. It is highly recommended to delineate the roles and responsibilities of the peer educators and peer counselors to be able to maximize their participation in the project.

5.1 Very good peer educators may be asked to make a presentation about DV at the village or commune level. The men of Kotasoth were wondering if they could request from CWCC a microphone (or a megaphone) which they can use to broadcast messages in the other villages in the commune about the perils of violence and the need for anger management. The messages will be taped and can be played on and on. They said they can do this at least once a month. As it is, the peer educators are not receiving intensive training on providing education to the other members of the community, but more on a one-to-one and on a case-to-case basis.

5.2 Peer volunteers could also be engaged to work with the village or commune women's and children's affairs at least once a month to help the village or commune chief in providing counseling to individuals or couples who are mired in domestic squabble.

6.0 On the need to engage more the participation of women and other stakeholders. It is highly recommended to provide venues and opportunities for stakeholders, especially the wives, sisters and daughters of the participants to have clearer information, updates about the project and guidelines for participation.

6.1 The AMM purposely did not include the women in the project implementation. This is understandable considering that the focus of the AMM is the men. Technically, the women do not have to be directly involved during the next phase of project implementation. However, it is highly recommended that **a venue or a mechanism** as to how the women could get more informed about the project be developed or identified so as to make them an integral aspect of project implementation.

6.2 A one-page quarterly newsletter could be written and distributed to the wives and the children of the AMM participants as well as to the other members of the community.

6.3 A separate quarterly meeting could also be facilitated so as to get the feedback of the women themselves about the development and changes in the men's behavior.

7.0 On the need to prepare project staff for responsibilities ahead. There might be a need for CWCC to rethink the direction of the AMM in the future: From peer education and counseling to peer group pressure, perhaps?

7.1 As it is, CWCC works with its network in the identification of areas for expansion, that is, where the project could be implemented next. As it is, the AMM project is a package of training and workshops and counseling and other activities aimed at or directed at the cognitive level, that is, to understand where the anger is coming from a scholarly point of view and to comprehend that there are existing laws that would serve to impede domestic violence.

7.2 If AMM is to effectively address DV in the villages, the project may have to undergo some fine-tuning if it is to become more proactive in terms of attempting to curb domestic violence in the target areas. It would make perfect sense if the next phase of the AMM project deals with the target-clientele more proactively. The project package could also be geared toward dealing with more affective aspects of anger management, after having grasped or fully comprehended the cognitive aspects of AMM.

7.3 Extreme participants may have to undergo peer therapy (or in extreme cases, psychological counseling by a professional counselor) using innovative approaches to self-disclosure and self-assessment such as drawing or engaging in Structured Learning Exercises (SLEs). Note that the FGD participants for both Kotasoth and AT when asked to draw the situation in the household before AMM were reluctant at first to do so. But when they started drawing albeit crude and unpolished, they tried their best. Some of them were giggling apparently in an effort to curb their anxiety and embarrassment. But many among them commented that while it was their first time to do it, they found the exercise both “interesting and therapeutic.”

7.4 Should worse comes to worse, the peer educators group may have to deal with the more abusive men directly. A Quick Response Team (QRT) could be created to make the contacting within the community easier. The peer educators at any given point – if the situation in any given village becomes heated – could be trained as a **Peer Pressure Team** for members or for other men in the community that exhibit violent behavior. At the very least, the vulnerable women and children in the community know the emergency number that they can call should a disturbance arises. The mobile phone numbers of the leaders of the peer educator groups (PEGs) should be prominently displayed at the village office or at the commune officer or wherever is feasible. Should some men tend to becoming really violent, the PEGs must be ready to contact the village chief so that the latter may get in touch with the local police.

7.5 In this case, the Anger Management for Men project staff may have to acquire new set of knowledge, skills and attitude to be able to implement the new facets of the AMM project.

Projected Work Background

- Ideally, the PO should have a background in Psychology, Social Research and Community Development or Social Work.
- Has at least two years experience working with community groups or within a community setting that required relating and talking with diverse groups of people.

Table 6. Required Set of KSAs for Project Implementers

Knowledge	Skills	Attitude
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Familiarity with community setting <input checked="" type="checkbox"/> Law on domestic violence <input checked="" type="checkbox"/> Legal and technical procedures for settling domestic disputes <input checked="" type="checkbox"/> Psychology behind domestic violence and the impact on the abuser and the abused. 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Community planning and facilitation with particular focus on action planning and determination of clear and realistic behavioral indicators and target outputs <input checked="" type="checkbox"/> Facilitation of group discussions and ability to process and synthesize experience and distill lessons culled from the discussions <input checked="" type="checkbox"/> Community organizing and Team and organizational building <input checked="" type="checkbox"/> Decision-making <input checked="" type="checkbox"/> Ability to work independently and to work in a team 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Openness <input checked="" type="checkbox"/> Flexibility <input checked="" type="checkbox"/> Adaptability <input checked="" type="checkbox"/> Objectivity

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LIST OF ATTACHMENTS

ATTACHMENT A: CASE STUDY

Learning by modeling: reaching out to other abusive men by sharing his own personal experiences The story of Kim Vanna

By

Alfred M. Antonio

Name: Kim Vanna

Address: Anlongkorn Thmey

Age: 36 years old (born 1977)

Civil Status: Married with two children (both girls aged 15 and 7)

Current Occupation: Worker in a nearby factory

One of the men interviewed for this study currently lives in Anlongkorn Thmey. He used to be well known in his village for something else – that of a person who could not contain his anger, and someone who used to direct his anger at a favorite inanimate object outside the house, a big jar.

His name is Kim Vanna, originally from another part of Phnom Penh. He moved to his present village 11 years ago. He is now involved with a project of the Cambodian Women’s Crisis Center called Anger Management for Men as a peer counselor. He has been a peer counselor since 2011 when he was singled out as one of the earliest participants to the project. This story is being told in the hope of finding some important things that can be shared to other men who are undergoing problems managing their temper and anger.

This is his story.

Born in 1977 in Phnom Penh, he was the eldest in a family of seven siblings. He studied primary school at Norodom Primary School and attended Sisowath Secondary School afterward. He was not able to finish secondary school because he had to stop. As the eldest among the brood, he had to fend for himself and his siblings when his father died. His father had been sick for many years and finally succumbed to a lingering illness in 1991.

He initially worked as a vendor of coffee along a main road. Eventually he had to give up this job to settle to becoming a barber. He was a barber for a number of years until his eyesight became poor, which he attributed to his work as a barber.

In 1998, he got married to a woman whom he said is also poor like him. Getting married as a poor man, he noticed that he was having more and more violent fits. His wife was shy and for him, it was not good. Since they got married young -- they were used to doing things that they wanted – this often caused conflict between them.

He quit his work as a barber. He rented a house for himself and his wife and went back to selling coffee again.

When his wife got pregnant with their first baby, he was very happy to hear the welcome news. After having the baby, he and his wife started to have communication and certainly, they looked forward to the future as a young family. “When the baby arrived, it was an unforgettable experience for me. I took care of my wife and we loved each other very much,” said Kim.

When the baby turned a year old, he became more and more upset due to pressures from his work and his desire to give the daughter a better future. When he got angry, he would spank the child especially when she went on crying.

Then he remembered that even as a child studying in primary school, he hit his friend once at school. He could not exactly remember the circumstance that led to the hitting, but he recalled telling his friend, "Because I already told you and you did not listen."

Asked where the initial problem was coming from, he said that he was not really sad when his father died because he had been sick for a while; he was sad because he had to stop attending secondary school since he had to help the family augment the meager income. "I really wanted to finish school," said Kim. He thought he was good at Mathematics and History while still attending school.

How did CWCC get to know about him?

He was drunk and was becoming violent. He was sent to the police for questioning. The police got hold of his name and sent it to CWCC for processing.

CWCC got in touch with him and asked him to come to the regional office. They administered to him what Kim regarded as a violence test. He scored very high in this test.

Naturally, he would be among the priority to join in the Anger Management for Men project.

What sets off his anger?

If he is drunk and he comes home to the wife's nagging, this would set off his anger. He had a particular penchant for hitting a big jar located just outside of his house – that receptacle where they used to store water during the rainy season. "I counted about three jars that I destroyed due to violent hitting." He remembered to getting really angry at least once a month prior to his involvement with AMM and CWCC.

He has been serving as a peer counselor for two years now. He got involved with AMM primarily because he used to be an abuser; in more ways than one, CWCC chose him to take part in the project because they wanted to make him and his family a role model to other villagers.

He initially attended a training on anger management in his village. Then he attended several training and seminars after that. These include a seminar conducted in a hotel in Khan Meanchey near Dangkor Market in April 2012, and another training on counseling skills conducted in Tuol Tompung for three days. He said that he attended several trainings sessions during the last two years, albeit on an intermittent basis.

As a peer counselor, he counsels other men who resort to domestic violence. Most of the time, people come to his house. He also counsels women. They come to him because the wives do not want to call the police for several reasons, which include the inconvenience that could take place if the husband is incarcerated even for a short while. He does counseling on the average 2-3 hours per week. There were problems at the start of the AMM process but eventually the men understood its significance and it became fairly easy for him to explain to the others who took part in the training the need to manage anger vis-à-vis the need to curb violence at the household level.

How does he do it? He does the counseling face to face. For example, when counseling the man, he normally gives this advice to the husband: DV impacts on the family's economics and poses great disadvantage to the children. He only deals with minor incidents. This can include the wife getting small bruises for example after the husband hit her.

Asked about the effects of the peer counseling that he does, he thought that there are perceivable changes among those he did counseling with. Among this is the understanding by men of the negative

effects of domestic violence. “I really want to share with them what I experienced personally. Abusing women and children do not contribute to eradicating poverty. Really, it doesn’t help raise the standard of living of the family and for this alone, abusers should stop it altogether,” said Kim. “I used to hit the jar and every time the jar gets broken, I need to find a replacement. Now, I really think about the consequence of my action,” he added.

Asked about the problems and concerns that he encounters in the process of reaching out to others, Kim said that sometimes, the men who request to be counseled are richer than him. “Sometimes, they don’t want to listen to me either because of my status in life or that because they think I’m young. They tend to look down at me.” When this happens – that the person to be counseled is older than him – he tries to look for a third person – someone who’s older than him – to assist him with during counseling session. “Even if they say something to me, I don’t feel anything. I just try to do my best.”

“If I want to show other people about how I behave, I should be a role model. No one will believe me if I do otherwise. My family is a CWCC model family because of the big changes that happened (after the AMM project).”

As for the current events – now that AMM is coming to a close – he jokingly said that “When the men stopped committing acts of violence, it was the women who started pushing.”

Kim Vanna related to me that he sincerely wants to be a CWCC staff. He believes he has been transformed and if he becomes a project staff, he would be in a position to do more and help more. “My problem is that I have low education,” he said. Even then, he commits himself to doing something about the situation of men in relation to the women and children in the household. “I just have to do my best,” he said.

Points for Reflection

- 1) Poverty is never a hindrance for men to make a 360 degree turn for the good.
- 2) It takes a lot of acceptance on the part of many men for them to start changing. Without acceptance of one’s past and reconciling with it, people will get stuck with situations that they have no control over and events that they could no longer take back.
- 3) Changing one’s behavior and attitude is a continuous process. If people are not careful, they can succumb to the temptation of going back to their so-called old life. The community in general should also be accepting and receptive of men’s intention to become better human persons.

Attachment B: List of Key Informants

No.	Name	Designation/Position
1	Bao Sam Ouen	Commune Chief, Kotasoth Commune,
2	Chhit Rorm	Vice Village Chief, Prey Kub
3	Choun Si Than	Chair, Commune Women's Affairs, Nimitn
4	Chhy Vechet	Vice School Director, Prey Kub Primary School, Prey Kub
5	Dary Soben	Village Chief, Kok Khleang,
6	Kim Sophal	Commune Council Member and Chair, Women and Children Affairs, Preysor Commune,
7	Kim Vanna	Peer Counselor, Anlongkorn Thmey
8	Lat Plai	Chair, Commune Women's Affairs, Kotasoth
9	Long Vetchir	Village Chief, Anlongkorn Thmey, Preysor Commune
10	Moth Vanneth	Project Officer, AMM, CWCC Phnom Penh Regional Office
11	Moung Mearedey	Regional Manager, CWCC Phnom Penh Regional Office
12	Pheas Vechet	Peer Educator, Prey Kub
13	Sae Savuth	Village Chief, Yeay Ort, Kotasoth Commune,
14	Sam Sebtra	Project Officer, AMM, CWCC Banteay Meanchey Regional Office
15	Tan Leang	Vice Village Chief, Yeay Ort, Kotasoth Commune,
16	Tith Leang Im	Vice Village Chief, Preaktaroth, Prektasek

Attachment C: Data Gathering Instruments

Evaluation of the Anger Management for Men (AMM) Project

Interview-Meeting with the AMM Staff

- 1) Can you kindly introduce yourself?
- 2) Can you describe the objectives and expected outputs and outcomes of the Anger Management for Men project that you implemented in the project area? What are some of the identified indicators of success?
- 3) What are your specific tasks and responsibilities with regard to the project?
- 4) What do you think are the project implementation strongest points? The weakest points?
- 5) What are the main challenges and issues that you encountered during planning, implementation, and monitoring and evaluation phases? What actions did you take to resolve issues and concerns?
- 6) What is the project's usefulness in the community? What do you think are its effects on the participant-households and the community?
- 7) What do you think needs to be done in order to improve project implementation the next time around?

KEY INFORMANT INTERVIEW GUIDE
EVALUATION OF THE ANGER MANAGEMENT FOR MEN (AMM) PROJECT

Date: _____ Interviewer: _____

1.0 Name: _____

2.0 Address: _____

3.0 Civil Status: Single Married Separated Widow/Widower

4.0 Current Occupation/Work: _____

5.0 Number of Years Staying in the Area: _____

6.0 Highest Educational Attainment: _____

Guide Questions:

1) Can you kindly introduce yourself.

2) Can you say something about the Anger Management for Men (AMM) project implemented by CWCC in your area? What are its objectives?)

3) Can you describe your participation in the project? What is your role in project implementation?

7) What do you think is the usefulness of the project (to the project participants themselves; to their wives and other members of the household; to the community in general)?

8) What lessons and insights can be drawn from project implementation?

9) What are your recommendations to improve project planning and practice?

THANK YOU.

INDIVIDUAL REFLECTION GUIDE
Cambodian Women's Crisis Center
EVALUATION OF ANGER MANAGEMENT FOR MEN (AMM)

1.0 Name (Optional): _____

2.0 Address: _____

3.0 Age: _____

4.0 Civil Status: Single Married Separated Widower

5.0 Current Occupation/Work: _____

6.0 Years Staying in the Area: _____

7.0 Highest Educational Attainment: _____

INSTRUCTIONS: Below are statements. Say whether you agree, strongly agree, you don't have any particular feeling about the statement, disagree or strongly disagree to the statement. Please encircle the number that reflects your feeling with respect to the statement. The numbers 1 to 5 correspond to the following:

- 1 = Strongly Disagree (SD)**
2 = Disagree (D)
3 = Neutral/No opinion (N)
4 = Agree (A)
5 = Strongly Agree (SA)

No.	Statement	SD	D	N	A	SA
1	I can now understand the frustration and negative feeling of the members of my household whenever I vent my frustration and anger on them.	1	2	3	4	5
2	I can now understand the frustration and negative feeling of the members of my household whenever I vent my frustration and anger on things and other materials.	1	2	3	4	5
3	I now understand that it is counter-productive and counter-intuitive to be always getting angry at the slightest provocation.	1	2	3	4	5
4	I now understand that getting angry at the slightest provocation doesn't do me and the members of my family any good.	1	2	3	4	5
5	I now understand that getting angry at the slightest provocation doesn't do me and my neighborhood any good.	1	2	3	4	5
6	I now understand that physically or verbally abusing any member of my household only serves to make things worse and contributes to the breaking down of peace and harmony inside the household.	1	2	3	4	5
7	I now have a better appreciation of what others are going through when they feel frustrated, disappointed and angry.	1	2	3	4	5
8	I can now better express my feeling of anger, frustration and disappointment as compared to before.	1	2	3	4	5
9	I can now express my disappointments, pain, anger and other negative feelings in a non-violent and a non-threatening way.	1	2	3	4	5

No.	Statement	SD	D	N	A	SA
10	I now think of the feelings of others and imagine how they would react if I express my emotions in a violent or a threatening way.	1	2	3	4	5
11	I now think about the negative consequences of my behavior – that I do not have to get angry at things or persons or situations all the time.	1	2	3	4	5
12	Recognizing the root or source of my anger helps me to calm down.	1	2	3	4	5
13	Now, I honestly believe that I am trying my very best to see things from the perspective of the other person.	1	2	3	4	5
14	If I wasn't able to control my anger and I realized I did something wrong, I immediately come up to the person I felt that I wronged and ask for apology or forgiveness.	1	2	3	4	5
15	I am seriously apologetic for all the hurtful things that I did and said in the past.	1	2	3	4	5
16	I notice many positive changes in my behavior especially concerning my relationship with the immediate members of my family.	1	2	3	4	5
17	I can say that I have better respect now for my wife, my sister, my children and other members of my family.	1	2	3	4	5
18	I can say that I am now able to control my anger and I am now in a position to consider the feelings and reaction of other people toward me and my behavior.	1	2	3	4	5
19	I can honestly say that my wife or the other family members trust my better judgment and my inner calm now as compared to before.	1	2	3	4	5
20	When I cannot do anything about things, I try to resolve my frustration by directing my emotions to other things or activities that will not cause harm to anyone.	1	2	3	4	5
21	When things are going out of hand and are out of my control, I try to remember the things that I learned from attending the training of CWCC.	1	2	3	4	5
22	I believe the time that I spent with the counseling and attending training sessions and doing other activities did not go to waste as I learned many things from them.	1	2	3	4	5
23	The training and counseling provided to me during the course of the project gave me a new perspective on how to treat women and children.	1	2	3	4	5
24	The messages promoted by the project have provided me with a very good anchor in which I can model my future behavior.	1	2	3	4	5
25	Working with the peer counselors has provided me with enough self-confidence to confide in someone who I thought is in a position to understand my situation very well.	1	2	3	4	5
26	I thought that the peer counselors are well-trained enough that they are in a position to provide me with sound advice on how to manage my concerns with anger and tendency to become violent.	1	2	3	4	5
27	I could say that the staff of CWCC in general provided me with opportunities to learn more about myself and in particular how my behavior affects other people.	1	2	3	4	5
28	I believe that the Anger Management for Men (AMM) project helped me to start moving forward to the direction that I want to be in the future.	1	2	3	4	5

No.	Statement	SD	D	N	A	SA
29	I honestly think that the AMM Project did many things for me that I can use in building my relationship with myself, my family and my community.	1	2	3	4	5
30	If given the chance, I will assist CWCC and other similar organizations to reach out to other men who are undergoing the same situation that I went through or am still going through	1	2	3	4	5
31	If given the chance, I will continue to attend activities and sessions geared to fully understanding my anger situation and the like.	1	2	3	4	5
32	I vow to continue understanding about my mental state and adjust accordingly based on the demands of circumstances.	1	2	3	4	5

The following are my suggestions and recommendations in order for CWCC to improve project planning and practice:

2) Can you describe what the project is all about? How did you get involved in this project? What was your participation in the project? What about the other members of your family?

Their description of the project	How they got involved in the project	Their involvement in the project

3) What were your initial expectations, fears and apprehensions? Did your expectations, fears and apprehensions turn out to be true? Why or why not?

Initial expectations, fears and apprehensions	Eventual outcome

4) Can you describe your “anger” situation before the AMM? What were the things that would usually set off your anger situation? What were its effects (intended and unintended)?

Description of “Anger” Situation (Before)	Effects (Both Intended and Unintended)

5) What is the situation in your household now? What about your relationship with other members of the community? Did you notice any changes in your behavior and attitude? What about the attitude and behavior of the other members of your household and other members of the community?

Description of current situation within the household	
Description of relationship with other community members	
Perceived changes in attitude and behavior	

6) What did you like most about the project? What did you like least about the project?

	Perceived Strengths (Positive)	Perceived Weaknesses (Negative)
Methodology/ Intervention/ Treatment		
Messages/ Content of Information, Education and Communication		
Participation of stakeholders		
General Public/ Community Perception and Response		
Peer Counselors		
CWCC Staff Support and Technical Assistance		

7) What are the challenges that you're experiencing now in relation to your participation in the project? How do you propose to sustain the changes that you got from the project?

Current Challenges	Proposed Steps to Sustain Changes

8) What are your recommendations with regard to the project? Will you take part in another one should there be a project continuation? Why or why not?

Project Recommendations	
Perspectives	

**EVALUATION OF THE ANGER MANAGEMENT FOR MEN (AMM) PROJECT
IMPLEMENTED BY THE CAMBODIAN WOMEN’S CRISIS CENTER (CWCC) IN PHNOM PENH
AND BANTEAY MEANCHEY (2011-2013)**

INSTRUCTION TO THE FIELD INTERVIEWER:

Kindly introduce yourself. (Use the script below to start off your interview.)

I am _____, a staff of the Genesis Community of Transformation, an NGO based in Boung Tompun, Meanchey, Phnom Penh. We were contacted by the Cambodian Women’s Crisis Center (CWCC) to assist them in the evaluation of their project called the Anger Management for Men (AMM). The project was implemented here in your area.

To help them understand what transpired during the project implementation phase, allow our group to ask you a few questions about the project and your views as regards its implementation and impact. You were chosen via a random sampling; that is why we would like to speak with you.

Do not worry about what would happen to your responses. We will treat it with utmost confidentiality and your responses will only be used for the purpose of the research. Whatever information you will share with us will help CWCC improve on the project. We will appreciate your sharing with us.

Thank you very much.

***Note:** Before you leave the house of your interviewee, check your questionnaire if it has been properly filled up. Likewise, ask the interviewer to sign the interview sheet after.*

**HOUSEHOLD SURVEY INTERVIEW QUESTIONNAIRE
EVALUATION OF THE ANGER MANAGEMENT FOR MEN (AMM) PROJECT**

Date: _____

Time Started: _____

Time Ended: _____

1.0 PROFILE OF THE RESPONDENT

1.1 Name of Respondent: _____

1.2 Address: _____

1.3 Sex Male Female

1.4 Age

- 15-19 45-49
- 20-24 50-54
- 25-29 55-59
- 30-34 60-64
- 35-39 65-above
- 40-44

1.5 Civil Status Single Married Separated Widow/Widower

1.6 Highest Educational Attainment

- Completed primary school
- Reached some primary school
- Completed secondary school
- Reached some secondary school
- Completed a college degree/university
- Reached university level
- Studied vocational course
- Did not go to school at all

1.7 Number of Household Members

- 1-2
- 3-4
- 5-6
- 7-above

1.7 Household's Main Livelihood/Source of Income

- Farming/Agriculture
- Garments
- Construction
- Self-employment/Family business
- Others. Please state. _____

1.8 Aggregate Household Income (per month)

- Less than \$75
- \$75 – 149
- \$150 – 224
- \$225 – 299
- \$300 – 374
- \$375 – 449
- \$450 – above

2. QUESTIONS

2.1 Have you heard about the Anger Management for Men (AMM) Project implemented by the Cambodian Women’s Crisis Center (CWCC) in your area?

2.1.1 Yes

2.1.2 No (Go straight to Q. 2.9 on P.5)

2.1.1.1 How did you learn about the project?

- As a member- participant (stakeholder)
- Invited to attend a meeting or training
- Learned from a neighbor
- Read about the project from a poster or other IEC material
- Heard on the radio
- Read on the internet
- Others. Please state. _____

2.2 What do you know about the project objectives? (Check all those that apply).

- Teach men how to control their anger/temper
- Teach men to become morally and socially responsible
- Reduce domestic violence and abuse
- Build relationship with family members
- Engage men to dialogue with their partners
- Others. Please state. _____

2.3 What methods used in project implementation are you familiar with? (Check all that apply.)

- Peer counseling
- Training and workshop
- Information, education and communication (IEC materials, for ex. posters, leaflets, etc.)
- Radio program
- Community meetings
- Dialogue with local authorities
- Others. Please state. _____

2.4 Have you taken part in any project activity?

2.4.1 Yes

2.4.2 No (Go to Question 2.5)

2.4.1.1 If yes, in what capacity?

- Support group/Assistant to the activity
- Participant in training
- Attendee in a meeting or community dialogue
- Others. Please state. _____

2.4.1.2 Can you give some details about the activity/ies?
 (Add another sheet if the respondent attended more than one activity.)

Title of the Activity	
Date/s	
Venue	
Brief Description of the Activity	

2.4.1.3 What can you say about the activity that you took part in?

- I thought it was good; I learned a lot (about the project).
- It's just okay; nothing was of major interest to me.
- I thought it was a waste of time and effort on my part to attend the activity.
- I cannot really say; I have no comment at this time.

2.5 Are you aware of any problem or issue that the project encountered during project implementation?

2.5.1 Yes **2.5.2** No (Skip this question; Go to next question.)

2.5.1.1 If so, what are these problems?

- Financial problems
- Problem with attendance
- Problem with couples (between the participant and the wife or family member)
- Problems with the partner-organization/peer counselor
- Others. Please state. _____

2.6 What do you think are the strengths and weaknesses of project implementation?

Perceived Strengths	Perceived Weaknesses

2.7 What do you think are the impacts of the project?

Self (The AMM participant)	Family	Community	Other Areas

2.8 What are your recommendations to the project implementers in order to improve project planning and implementation?

2.9 Even if you do not have a male member in your household who exhibits any violent tendency against persons or things, if given the chance, will you be willing or interested to take part in a similar project? Why or why not?

Thank you very much.

Signature of Respondent

Signature of Interviewer

CONTRACT SERVICE AGREEMENT

Between:

The Cambodian Women's Crisis Center

(CWCC)

And

Genesis Community of Transformation (GCT)

Represented by Ms. Navy Chhay
(The Consultant)

Tel: 012805663, email: navyc@gctcambodia.org

Background

The AMM (Anger Management for Men) Project aims to reduce domestic violence by supporting men to change their violent behavior towards women and girl and adopt a non-violent and peaceful approach toward their family relations and problems.

The Cambodian Women's Crisis Center (CWCC) has been implementing the AMM Project, funded by Trocaire from July 2011, it will finish June 30, 2013 as Trocaire is no longer providing funds to any projects in Cambodia. The project is implemented in Phnom Penh and Banteay Meanchey.

The specific objectives of the project are:

- Objective 1:** To reduce domestic violence by building men's capacity to manage/control their anger
- Objective 2:** To build the capacity of community members and duty bearers to support and pressure men to change their behavior in order to reduce domestic violence

Activities to meet the objective of the project include:

- Developing, facilitating and evaluating training on domestic violence law and related laws
- Developing, facilitating and evaluating anger management training for abusive husbands and for other men at high risk of committing violence
- Production and distribution of Information, Education and Communication (IEC) materials
- Encouraging peers to provide peer education to other men in their community
- Facilitating quarterly group discussion for peers
- Provision of one-to-one counseling to abusive men and men at high risk of committing domestic violence

- Conducting follow up visits with men who received counseling
- Organizing a National workshop
- Provision of on-going coaching, mentoring and follow up with community members and duty bearers
- Collaboration with CWCC's Community Organizing Project to strengthen the knowledge of the community members and duty bearers on domestic violence and other related laws while highlighting the importance of anger management for men
- Conducting a monthly radio call-in program to advocate that anger management for men can reduce domestic violence
- Production of a information spot for TV

To assess the impact of the project and to draw up lessons learned for future implementation an external evaluation shall be conducted by an individual consultant.

The specific objectives of the evaluation are as follows:

1. To identify and explore the achievements of the AMM Project (in regard to Project objectives)
2. To identify, examine and analyze the gaps/challenges of the AMM Project in relation to the context in the target areas
3. To determine the impact of the AMM Project on the changes of Knowledge, Attitude and Practice toward domestic violence in target areas.
4. To provide recommendations on areas of focus/strategies for the implementation of future projects to address the use of domestic violence by men

Scope of Work

Following the attached TORs, The Consultant agrees to provide Consulting Services to CWCC with key activities as follows:

The individual consultant is required to lead and conduct the evaluation with support from CWCC's AMM Project staff. The consultant will be responsible for:

- the design of the evaluation
- conducting a literature review including background documents provided by CWCC
- conducting interviews with CWCC staff who are most familiar with the project
- conducting field assessments in at least 5 selected target villages to respond to the above stated objectives
- identify gaps between the AMM Program and current trends especially regarding behavior change for men who engage in domestic violence
- providing recommendations on areas of focus for future funding for AMM
- organizing a workshop for all relevant CWCC staff and stakeholders to present preliminary findings and recommendations and to get input before drafting the final report
- preparing draft and final reports of the evaluation.

Geographical Coverage: The Evaluation should conduct fieldwork, choosing representative communities within the targeted communes of Phnom Penh and Banteay Meachey.

Target Group: Direct beneficiaries including individuals and groups who receive information, community members, duty bearers including: Police, local authorities, Commune Councils, and other stakeholders who are responsible for preventing and responding to domestic violence.

- Conducting follow up visits with men who received counseling
- Organizing a National workshop
- Provision of on-going coaching, mentoring and follow up with community members and duty bearers
- Collaboration with CWCC's Community Organizing Project to strengthen the knowledge of the community members and duty bearers on domestic violence and other related laws while highlighting the importance of anger management for men
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Duration of Contract

Duration of the contract is **30 days** covering period from 30 May – 28 June, 2013.

Deliverables:

The main deliverables of this assignment include, but are not limited to, the following:

1. Work Plan/proposal containing the Evaluation Framework, detailed Schedule of Activities including fieldwork with a timeline and draft Evaluation Instruments
2. Dissemination workshop with concerned stakeholders to verify finding and get input to be included in the evaluation report
3. Draft Evaluation Report
4. Final Revised Evaluation Report

All deliverables will be submitted electronically and in hard copies in English.

Compensation

- 1- **Consultancy Fee:** In consideration of the services to be provided by the consultant under the terms of this agreement as stated in the attached proposal, CWCC shall pay the Consultant as a lump sum fee of 4,329 (**USD Four Thousands Three Hundred and Twenty Nine**) for the whole process of the assignment. CWCC shall be responsible to withhold VAT 15% on these fees which is equal to **US\$ 565** to the government tax department.
- 2- **Travel and Accommodation:** While travel to the project area CWCC and the consultant have agreed as follows:
 - CWCC shall facilitate consultant to meet with the target group in the field and organize community meeting as stated in the agreed proposal.
 - The consultant shall be responsible for his own accommodation, food and other relevant expenses for the whole process of field work.

Method of Payment

As agreed with the consultant the payment will be made in installment:

1. **40%** of total amount will be paid upon the signature of the contract
2. **60%** of the total amount will be paid upon submission and acceptance of the final draft of the evaluation report.

Research ethics

Fundamental principles of ethical research must be adhered to, for example, transparency, cost-effectiveness and collaboration with beneficiaries. Ethical practices expected of the evaluator include: confidentiality of data, anonymity of responses and respectful communication.

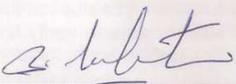
Termination or Suspension of Work

CWCC may, by giving notice to the Consultant, terminate or suspend the work with respect to all or any part or parts of the work not completed prior notice of 2 weeks while The Consultant can terminate contract with a prior notice of 2 weeks submitted to the CWCC's Executive Director.

CWCC and consultant agreed with the above terms and condition.

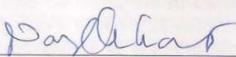
For CWCC :

Ms. Pok Panhavichetr, Executive Director

Signature:  Date: 21.05.2013

For the GCT:

Ms. Navy Chhay, Director

Signature:  Date: 21.05.2013