
EIF Exit and Sustainability Strategy by Mr. Thou Panha

EIF Tier 1

Total budget: US\$1,694,600

Closing date: Mar 2016

Starting date:
Feb 2010

Time: 6 Years

PDO: Is aims at strengthening the in-country arrangements for EIF in order to increase Cambodia's ownership of TRTA and maximizing the benefits that the country, in particular the private sector, can derive from the EIF

How to ensure the sustainability of the project outcomes and the continuation of momentum beyond the project funding?

3 challenges that DICO needs to address to ensure the project sustainability and its long-term viability. These are:

1. Staffing and Human Resources Development Strategy

2. Institutional Arrangements Strategy

3. Financing Strategy

Strategy to address challenges

1. Staffing and Human Resources Development Strategy

1. A deep capacity assessment should be done to help DICO to develop its staff capacity development plan.
2. A specific training plan should be developed based on the findings.
3. A local and regional training programs for key staff should be encouraged and supported by the project.
4. A detailed ToR for staff should be developed based on consultant's ToR.
5. Duties under the responsibilities of consultants shall have been delegated to DICO officials from now on.

Strategy to address challenges

2. Institutional Arrangements Strategy

1. The new organigram for DICO is approved and effectively enforced.
2. Reinforce Code of Conduct,
3. Building team spirit through government structures (such as issue a letter of acknowledgement, medals, certificate, and promoting rank/position for good performance staff),
4. However, any form of incentive for whom working with the project is still very vital for counterpart staff to promote better performance, morality, and productivity.

Strategy to address challenges

3. Financing Strategy

1. Develop details project proposal
2. Develop communication and outreach plan
3. Foster relationship with EIF proposing cost-sharing approach after March 2016
4. Use result-based budgeting by Government to ensure enough resources are allocated to DICO
5. Build good relationship with traditional and non-traditional development partners
6. Mobilize resources from other development partners
7. Seeking funds and develop joint project proposal with private sectors and business associations