

# CURRICULUM VITAE

## HENG MOLYANETH

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#356E3, St. 193, Sangkat Olympic, Khan Chamkamorn, Phnom Penh, Cambodia

Date of Birth: 28 December 1983

Nationality: Cambodian

Sex: Female

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### AREAS OF EXPERTISE AND INTEREST

- |                                   |                                     |
|-----------------------------------|-------------------------------------|
| • Gender mainstreaming            | • Community Participation           |
| • Labour Standards/Law            | • Rural livelihood                  |
| • Labour Migration                | • Informal Economy                  |
| • Rural Development               | • Project Monitoring and Evaluation |
| • Poverty Reduction               | • Social Research                   |
| • Education and Skill Development | • Baseline Study                    |
| • Economic Development            | • Impact Assessment                 |
| • SME Development                 | • Training and Capacity Building    |

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### ACADEMIC BACKGROUND

PhD in International Development	2009-2013
<i>Graduate School of International Development, Nagoya University, Japan</i>	
Master in International Development	2007-2009
<i>Graduate School of International Development, Nagoya University, Japan</i>	
Bachelor of Education – TEFL	2001-2005
<i>Institute of Foreign Languages</i>	
Bachelor of Business Administration – Accounting	1999-2003
<i>National Institute of Management</i>	
High School Diploma	1996-1999
<i>Preah Yukunthor High School</i>	

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### PUBLICATIONS (AUTHOR AND CO-AUTHOR)

Revisiting poverty-migration nexus: Causes and effects of Cambodia-Thailand cross-border migration	2013
<i>PhD Dissertation (author)</i>	
Guide for the integration of gender aspects into SME programmes in Cambodia, UNDP-Cambodia	2012
<i>Guidebook and toolkit (author)</i>	
Poverty and migrant selectivity in South-South cross-border migration: Evidence from Cambodia	2012
<i>Academic Journal article (author)</i>	
Impact assessment for the ILO-Irish Aid project on women's entrepreneurship development and gender equality Cambodia, ILO	2011
<i>Research report (author)</i>	
Survey on business registration by women and men in Cambodia, ILO	2011
<i>Research report (author)</i>	
What factors affect firms' compliance with labour standards? Evidence from garment factories in Cambodia	2009
<i>Master Thesis (author)</i>	

Management capacity building in NGOs: How advisors in Cambodia build the management capacity of their local counterparts? 2004

*Research Report (co-author)*

NGO boards and governance -Tools and guidance for organizations and their boards 2003

*Research Report and Toolkit (co-author)*

#### COMPUTER AND LANGUAGE SKILLS

<b>Computer</b>	MS Office, SPSS, SPSS Data Entry Builder, Stata, Epi Info			
<b>Khmer</b>	Mother tongue			
<b>English</b>	Speaking: Excellent	Writing: Excellent	Reading: Excellent	Listening: Excellent
<b>Thai</b>	Speaking: Good	Writing: Good	Reading: Good	Listening: Very Good
<b>Japanese</b>	Speaking: Good	Writing: Good	Reading: Good	Listening: Good
<b>Chinese</b>	Speaking: Basic	Writing: Basic	Reading: Basic	Listening: Basic

#### SELECTED RELEVANT EXPERIENCE IN TRAINING AND FACILITATION

- Facilitate the Training of Trainers (ToT) Workshop on Financial Education for Migrant Workers and Their Families, for the ILO-TRIANGLE Project (2013)
- Facilitate the Pre-Departure Orientation Seminar (PDOS) Training of Trainers and train on the Trainer 's Guide for the ILO-TRIANGLE Project (2013)
- Teach 'Research Methodology' at Economic and Finance Institute (EFI) (2012)
- Serve as a teaching assistant in year-round seminars on 'Research Methodology' at Nagoya University (2009-2012)
- Assist in training program for ILO Better Factories Cambodia project (2005)
- Provide training on 'Negotiation Skills' to female government officials from many ministries (2005)
- Provide training on 'Decision Making Skills' to female government officials (2005)
- Conduct training on 'Roles and Responsibilities of Managers' for female government officials (2005)
- Provide training on 'Delegation Process' to female government officials (2005)
- Observer in the 'Women Leadership Programme', with participants from high-ranking positions in government sector (2004)

#### PROFESSIONAL EXPERIENCE

**Research Fellow, Social Development Unit, Cambodia Development Resource Institute (CDRI)** May 2013 – Present

- Participate in project planning, budgeting and staffing
- Participate in the design of research projects
- Lead or take part in identifying and reviewing relevant literatures, designing of research methodology, implementing of fieldwork, processing of data entry and cleaning; analyzing and writing of reports
- Take ownership and responsibility for the dissemination of research findings
- Check, proofread, and provide suggestions in relation to translations of English publications
- Take part in networking, consulting, and partnership building with government counterparts, NGOs, donor agencies and other research institutions in and outside Cambodia.
- Consult with Research Manager on capacity building needs
- Participate in coaching and mentoring the research assistants and research associates

**Program Specialist on Labor Migration and Gender Mekong Institute (MI)** Jan – March 2013

- Work with MI Program Facilitators and Subject Experts in the design and delivery of capacity

- development programs related to labor migration and gender.
- Perform the role of *Lead Trainer* for assigned Capacity Building Programs.
- Conduct evaluation and feedback sessions with resource persons and MI facilitators and use the lessons learned and best practices to improve the subsequent learning programs.
- Lead the design and implementation of research activities e.g. gender mainstreaming in trade and investment program and cross-border labor migration.
- Design and coordinate with pertinent program staff in the conduct of policy dialogues, including preparation of policy briefs, on gender and labor migration issues.
- Provide technical assistance and consultancy services to MI projects and local partners as assigned.

**Consultant to develop a guide for the integration of gender aspects into SME programmes in Cambodia**  
***UNDP-Partnership for Gender Equity III Project (UNDP-PGE)***

June - July 2012

- Conduct desk review to collect similar guides developed by other organizations about gender mainstreaming in SME programme cycle i.e. from the program design to the implementation, monitoring and evaluation
- Interview local and international organizations about their experience of gender mainstreaming in order to develop case studies to place in the guide showing how SME added impact through gender mainstreaming
- Draft the guide
- Present the guide in the workshop to get feedback from government officials and senior staff of organizations implementing SME programmes
- Finalize the draft integrating comments from various stakeholders

**Consultant to conduct impact assessment at the end of the ILO-IrishAid project on women's entrepreneurship development and gender equality Cambodia**  
***ILO-Promoting Women's Entrepreneurship Development and Gender Equality Project (ILO-WEDGE)***

April - May 2011

- Desk review on SME development and gender equality
- Draft and finalize questionnaires for three groups of respondents: women's entrepreneurs, business group managers, and intermediary organizations working on promoting women's entrepreneurship
- Select and train data enumerators
- Conduct in-depth interviews and questionnaire surveys
- Oversee performances of data enumerators during data collection
- Enter, clean and analyze data
- Draft and finalize research report with detailed conclusions and recommendations concerning impacts of the project's activities and outputs

**Consultant to conduct survey on business registration by women and men in Cambodia**  
***ILO-Promoting Women's Entrepreneurship Development and Gender Equality Project (ILO-WEDGE)***

December 2010 – January 2011

- Conduct survey on business registration of women and men entrepreneurs in Cambodia
- Desk review on SME development, business registration, informality, and gender equality

- Draft and finalize questionnaire
- Select and train data enumerators
- Conduct in-depth interviews and questionnaire surveys
- Oversee performances of data enumerators during data collection
- Enter, clean and analyze data
- Draft and finalize research report with detailed conclusions and implications for the ILO-WEDGE project and Ministry of Industry, Mine and Energy on how to encourage increased business registration of women's entrepreneurs

**President of Cambodian Students Association in Nagoya (CSAN)**

December 2006 – December 2007

- Represent CSAN to external communities
- Prepare annual activity and budget plans and reports
- Make final decisions regarding CSAN's operation, finance and administration
- Provide support and oversee the performance of five members of management team to ensure that they accomplish their assigned roles and responsibilities
- Promote participation of CSAN members in all activities
- Work with presidents of other associations to ensure the welfare of all Cambodian students in Japan
- Coordinate with presidents of other association to establish a joint association of Cambodian students in Japan called CSAJ, whose members are around 300 Cambodian students all over Japan

**Monitoring Officer**  
***ILO-Better Factories Cambodia Project***  
***(ILO-BFC)***

June 2005 - March 2006

- Visit factories designated by unit manager
- Interview factory managers and workers to cross-check their responses
- Observe workplace and audit factory documentations
- Draft and finalize reports of factory visits regarding factories' compliance with Cambodian labour law and international labor standards
- Hold discussion with factory management when necessary
- Investigate the use of child labor
- Coach factory management and workers about Cambodian Labour Law
- Facilitate meetings
- Communicate with relevant authorities

**Management Trainer**  
**VBNK, a Training Institute for Managers in Development**

October 2004-June 2005

- Conduct assessment surveys of international and Cambodian NGO management training needs and develop a schedule of training delivery
- Translate and prepare Khmer language materials for delivery in training courses
- Deliver training courses
- Work with other training members to produce training records to be attached with the course and for the unit learning
- Assist participants and their sponsoring organisations with appropriate ways to follow-up after the training

- Participate in monitoring and evaluation activities linked to each training course, including production of any relevant reports
- Undertake regular assessment of the effectiveness of the entire training programme, in relation to needs and participant feedback
- Work with the Administration and Finance Department to ensure that all necessary transcription for courses is completed. This includes drafting publicity materials for forthcoming courses, collating materials to be sent to participants and their organisations, and preparing logistics and supplies for each training event
- Attend meetings of the training team and whole organisation as required
- Contribute to the planning, monitoring, and evaluation activities for the whole organisation, including written contributions such as reports and documentation

#### **Research Officer**

**VBNK, a Training Institute for Managers in Development**

February 2003-October 2004

- Collect, structure, analyse research findings, and write research reports
- Assist in the development of a toolkit of various up to date research methods and apply the most appropriate methods
- Contribute to the team's practical and theoretical understanding of management mechanisms in social development organisations (e.g. conduct self-study of management theories and summarize the theories for the team members)
- Help ensure that the entire work of the unit is well organised and performance monitored in relation to timeframes, quality levels, and the needs of internal units and customers
- Translate research and findings from Khmer into English and from English into Khmer
- Contribute to the team by gaining insight into newer approaches and methods for the publication of research findings as management instruments, in the Cambodian context
- Liaise with other units to incorporate research findings into existing sharing mechanisms
- Generally participate in and assisting in the implementation all organisation wide activities for cross organisational learning; total quality approach; integration of gender and values into research activities; and staffing and staff development matters

#### **REFERENCES**

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| • Mrs. Heng Seltik<br>Women's Economic Development Specialist | Phone: (855) 12 455 578<br>E-mail: seltik.heng@undp.org  |
| • Mr. Phim Runsinarith<br>National Development Economist      | Phone: (855) 12 418 007<br>Email: <a href="mailto:phim_runsinarith@hotmail.com">phim_runsinarith@hotmail.com</a> |
| • Mr. Ngov Penghuy<br>Assistant Professor                     | Phone: (81) 90 9766 4841<br>E-mail: <a href="mailto:penghuy@gsid.nagoya-u.ac.jp">penghuy@gsid.nagoya-u.ac.jp</a> |