

# **A Brighter Future for Cambodian Women**

**A Case Study  
on the Cambodian Women's Crisis Centre (CWCC)**

**by Dr. Ute Sodemann  
with Mr. Soun Sear as assistant and translator  
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## Foreword

Terre des hommes is an international humanitarian organisation, working through local partner organisations in many countries all over the world, which implements projects to safeguard the rights of children and women. In Southeast Asia, terre des hommes Germany and Netherlands have worked together with about 200 local partner organizations in order to contribute to a region where justice and peace shall prevail, where diverse cultures maintain their identity and respect for each other and where children of the next generation will have a bright future in a healthy environment.

Although terre des hommes cooperates with most governments and supports government projects, it recognizes the important role that non-governmental organizations (NGOs) play in the promotion of human rights and development. Thus, most of the 200 terre des hommes' partners in Southeast Asia are NGOs or people's organisations. Their contributions towards the betterment of the quality of life of deprived women and children are experimental, innovative and can become models of new approaches, not only for other NGOs but also for governments to implement nation-wide. Apart from their direct social services, NGOs must be considered as part of civil society. Thus, a strong NGO movement is important for the promotion of children and women rights and democracy.

During many years of intense mutual dialogue, terre des hommes as well as our partners in Southeast Asia have repeatedly expressed the wish to enhance and strengthen their capacities, to increase their effectiveness and improve the quality of their services. In earlier years, various trainings and seminars were organised. But not all wishes could be satisfied, not all countries equally benefited by capacity building. Thus, in consultation with many of the partner organisations, a "Joint Capacity Building Programme" for partner organizations as well as staff of terre des hommes Germany and Netherlands in Southeast Asia was conceived.

Under this programme, which started in January 2004, various activities have been conducted, such as training workshops and seminars on essential issues, study tours, and organization-specific customized training activities. One of the objectives of the capacity building program is to enable partner organizations to learn from each other. And one way to do this is the documentation and dissemination of "Good Practices" of partners. The Joint Capacity Building Programme, sponsored by terre des hommes Netherlands and Germany, plans to publish every year two case studies to publicise the positive results achieved by partners and reflect on these. The purpose is to share these experiences with others to further improve the quality of our work.

*"A Brighter Future for Cambodian Women"* is the first "Good Practices" study published under the terre des hommes Joint Capacity Building Programme. It is a study of the efforts of the Cambodian Women Crisis Centre to empower women, to combat human trafficking and to promote gender equality and human rights. CWCC is doing a herculean task in a country that has experienced so much violence and where the position of women and children is extremely vulnerable.

Although there is still a long way to go before women and children's rights are safeguarded, some dramatic changes have occurred over the last years in Cambodian society. Abuse of women and children, once considered "normal" and a "non-issue", is now hotly debated. It is on the agenda of politicians and, slowly, the struggle for equal rights for women and children is gaining ground. Together with others, CWCC has played an important role in this struggle, and we want their experiences shared with our readers.

The study also reflects the personal history of a brave and committed Cambodian woman, whose moral integrity, vision, and transparent leadership have set an example not only for her co-workers in CWCC, but for so many others in and outside of Cambodia. Among the many awards and recognitions she received is the most prestigious award in Asia, the Ramon Magsaysay Award on Emergent Leadership in 2001.

Our thanks go to Dr. Ute Sodemann, who undertook this study so skilfully and enthusiastically, and to Mr. Soun Sear for his valuable contribution and inputs. We are very grateful for the very supportive attitude of all CWCC staff. Without their cooperation, this study would not have been possible.

We hope the reader will find inspiration and motivation from this study to further enhance the never ending struggle for a just society.

Frans van Dijk  
Walter Skrobaneck  
Terre des Hommes Netherlands/Germany

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## **A. Introduction**

### **1. Purpose of the case study**

The joint Capacity Building Programme in Southeast Asia, supported by terre des hommes Germany and terre des hommes Netherlands, aims at improving the effectiveness and efficiency of project partners in implementing their projects for children in distress. One way is to enable the project partners to become learning organizations. In order to realize this aim, this case study is designed to document good practices, to reflect on these, and share them with other project partners. In this way, good practices can be further improved upon and brought to a higher theoretical level.

### **2. Sources of information**

In order to obtain the desired results, the case study gives weight to the information provided by the beneficiaries of CWCC services. The main sources of information were several interviews conducted with clients: those who have been reintegrated into their families, who are living independently or in their working places, and the women in the shelters.

The executive director, the management team and the staff members of all programmes provided valuable information, either in group or individual meetings. Information was gathered from meetings with different volunteers in various communities and police stations. Several observations during trainings, staff meetings and counselling sessions further enriched my knowledge about the functioning of the institution.

The participation of all the staff members, who were very cooperative and always open to all the questions, made the conduct of the case study possible. The atmosphere was one of complete trust and friendliness. All the timetables and dates were observed, thus making the entire process exceptionally smooth.

I would like to take this opportunity to express my sincere gratitude to all the people who have contributed to this output.

### **3. Limitations**

I would, however, like to point out some limitations, caused especially by the fact that most of this material had to be translated from the Khmer language. This fact always presents a problem, because it is not an easy task to translate the desired meaning or nuance of one language into another, hence the possibility of incorrect perception. It is not only a problem of translation but of communication.

The difficulty of clients to express themselves fluently, due to their limited education and the fact that they might not like to be reminded of their negative experiences, was another handicap in getting precise impression/s. In spite of these limitations, however, all the clients I was able to talk to express their gratitude to CWCC and even mentioned that they would turn to CWCC again when needed.

The project on girls' education and training in Banteay Meanchey province, which is in cooperation with Ponleu Kumar and DanChurchAid, has not been considered in this study. It has just gotten off the ground in the last three months, so results could not yet be observed. There were, however, talks with the director of the programme and a Local Education Working Group (LEWG).

## **B. The Problem in Context**

The people of Cambodia have suffered from over thirty years of war, violence, political instability, poverty and the breakdown of civil structures. The recent dark history of the Pol Pot regime from April 1975 to January 1979 has also practically broken down all family structures. Men were forced into the army, women and men were compelled to enter into unwanted marriages, and children were separated from their parents. Several children witnessed the killing of their parents and all kinds of atrocities.

Cambodia has become one of the poorest countries in the region. All social institutions, temples, schools and markets have been destroyed. From 1979 to 1991, the country fell under an international embargo. When finally the Paris peace agreement was achieved in 1991 and elections were held in 1993 under the supervision of the United Nations, the young generation of Cambodians, according to the Centre of Documentation of Genocide, inherited the burden of 1.7 million people who died from starvation, illnesses and outright murder. This number is equal to more than one fifth of the country's 1975 population. Around 10 million landmines dispersed on the agricultural land account for the 50,000 physically disabled. What may appear as mere statistical figures are real psycho-traumatic problems for many Cambodians. In daily conversations with people from all walks of life, one realizes that practically every family has lost a number of its members during the war. Many people still find it difficult to cope with their loss and have to live with their terrible memories for the rest of their lives.

This scenario of violence has had dire consequences on the entire country, and have, until today, permeated and dominated many Cambodian families' daily lives. Since their youth, people had to learn the painful price and lesson of violence. The young will have to learn to use peaceful means to resolve conflicts in the future.

There is no doubt that in such a situation, the most vulnerable are women and children, and their suffering continues. Throughout recorded history and in almost all parts of the world, violence has been a major component in women's and girls' lives. In Cambodia, violence against women seems to have intensified and become more widespread because of the war. Statements to this extent can be heard from many Cambodians, including staff members of CWCC. Thousands of Cambodian women are nowadays victims of domestic violence, trafficking and sexual abuse.

### **1. Domestic violence**

Women and girls suffer from the cultural and traditional bias against women in a society traditionally dominated by men. Since the days of forced marriages during the Pol Pot era, there has been steady erosion and malfunctioning of family life. In a culture where intermediaries, whether family members or government officials, seek to keep the family

together at all costs, women are more vulnerable to domestic violence. Data from the Ministry of Health survey in 2000 revealed that one fourth of married women between the ages of 15 to 49 have suffered physical abuse in domestic relations.

Domestic violence in Cambodia takes on various forms, such as: forced confinement, mandatory enforcement of all decisions made by the husband, threats, curses, incest, polygamy, infliction of bodily harm (e.g. slapping, battering, and burning), forced abortion, marital rape, shooting, and killing. Regardless of their concrete form, all acts of domestic violence seriously affect the lives of women, children and families. Their negative effects not only threaten one's right to live, but also affect a family's happiness, health, reputation, property, time, labour, economy, and their children's education. By the same token, highly problematic habits and role models for the next generation are being established.

According to the statistics of the Ministry of Planning in 2001, one out of four women in Cambodia has been affected by domestic violence. The CWCC staff conducted an assessment in eight villages in the outskirts of Phnom Penh, where eighty (80) women were surveyed. The results of this assessment showed that more than 56% of survey respondents were abused physically.

As in many other countries in the world, the belief that men are superior and have more value than females is firmly established in Cambodian society. The Official Family Registration Book stipulates that the husband is the head of the family, regardless of his employment or work status. As the superior member and head of the family, he thinks it his right to suppress or torture his wife, or other family members, who are deemed his subordinates. Therefore, domestic violence is widely regarded as an internal family problem that should not receive attention or interference by others, even by relatives and parents. Many parents tell their daughters not to seek assistance from them if she is involved in a quarrel with her husband. Women are therefore forced to keep silent about their problems and to look at them as purely private matter.

Traditionally, police have been hesitant to intervene in domestic violence as it is viewed as a private matter. Perpetrators can only be prosecuted when they are accused of causing injury.

Some women, after having suffered chronic abuse from their husbands, are eventually murdered by them. There are also cases of women who have killed their husbands in self-defence. This is called the "Battered Women's Syndrome", although it is not recognized as a legal defence in Cambodian courts. It is regularly invoked by lawyers as an argument to defend women.

The Criminal Code is perceived to be an ineffective legal tool for law enforcement officers to intervene in cases of domestic violence, as it is applicable only if the woman has been killed. Since 1996, a new law to suppress domestic violence has been drafted, in which CWCC has been actively involved. The new draft makes indirect reference to the "Battered Women's Syndrome" as a mitigating factor in an act of self-defence.

The National Assembly in January 2003 was, however, unable to pass the entire draft. It only retained provisions up to Article 6, with a lot of changes referring to Article 3. Article 3 limits the definition of "family members" to only the husband, the wife and the children. It leaves out all the other members most affected by domestic violence without

protection, such as former spouses, live-in couples, mistresses, domestic helpers and dependent parents.

Whether the National Assembly should adopt the present draft or send it back to the expert committee of the National Assembly to redraft it before the approval of the National Assembly is an ongoing debate. As of this writing, there is still no decision on this issue and the debate is not even on the agenda of the new National Assembly.

## **2. Sex trafficking**

The special programme area of CWCC activities in Banteay Meanchey province is located in both the northwest of Cambodia and in an international border with Thailand. The area has a history of being a war zone. Control of the province has changed hands many times. At one time, the area was under the control of the Thais, and later a combat area between the Khmer Rouge, KPNLP (Khmer People's National Liberation Party) and Funcinpec, and the government installed by the Vietnamese communists. When the Khmer Rouge forces fled Phnom Penh in 1979, they relocated to the north of Cambodia, which includes the area of what is now Banteay Meanchey province. Heavy fighting followed and led to widespread population displacement. Rural and village life have been destroyed and the entire province became marginalized and alienated within Cambodia during the war. Large portions of the province remain heavily mined.

Today, almost half of the people in the region are returnees or internally displaced Cambodians, often living in precarious situations, because they have lost all possessions. They have little or no access to land or means of generating income. The proximity to the Thai border causes many girls to migrate to Thailand in search of labour.

The high rates of unemployment in Cambodia pressure women and girls to migrate to neighbouring countries, where they become a target of sexual exploitation. This is especially true in rural areas where information provided to women and girls about the traffickers' modus operandi, which includes false promises of legitimate work, is minimal. Women and girls are being trafficked from the rural areas to the big cities of Phnom Penh and Siem Reap, for prostitution, begging, domestic work and forced marriage. The recent increase in tourism and related services in Siem Reap and Phnom Penh has resulted in a drastic increase in the total number of sex workers in the country.

The Cambodian Commission on Human Rights and the Reception of Complaints of the National Assembly estimate that there are over 14,000 women and children working as sex workers in brothels, bars, massage parlours, private accommodations and hotels in Phnom Penh alone. Throughout the country are an estimated 60,000 to 80,000 sex workers, according to figures from the Ministry of Planning. Exact numbers are difficult to get, as most of this kind of work is illegal. Approximately thirty percent of these workers are below the age of 18. The CWCC client statistics reveals that approximately fifty seven percent (57%) of all sex workers has been deceived and sold into the sex business, and amongst this number eleven percent (11%) has been sold by parents or relatives.

Banteay Meanchey is located in one of the most trafficked routes between Cambodia and Thailand. Every month, between 400 to 800 women and girls are trafficked to other countries, according to figures released by the National Statistic Institute. They are even trafficked as far as Malaysia and Taiwan. Data provided by the Poipet CWCC office suggest that during the first six months in 2003, a total of 21,140 Cambodians, 6,242 of whom were women, had been arrested in Thailand, having crossed the border illegally. It could be deduced that the real number of people migrating to Thailand in search of work is much higher; they usually pass through one of the 20 illegal border crossings by bribing the border police, who work hand in hand with agents from the Thai side, to bring people to work. It is not known how many migrants find suitable work there; some do find decent work, but some never come back. The amount of trafficking is not known, as some women cross over by their own decision and only later on fall into the hands of traffickers. The whole migration problem should be tackled by the two governments concerned, according to a proposal put forward by the NGO network in Poipet.

Besides economic hardship and deprivation being significant causes for trafficking, the traditional belief that having sex with young girls enhances the health of men, creates an additional high demand for under-age sex workers and increases the incidence of sex trafficking.

Siem Reap has received an increasing number of foreign sex tourists who are drawn to Cambodia because of the relative ease with which they can engage in sex with children. Enforcement of the law against sexual relations with children is weak.

On many occasions, victims who are rescued from brothels have sustained serious injuries, and many women and girls brought into sex work are then forced by the brothel owners into drug usage. HIV/AIDS infections result as a serious problem, since many clients refuse to use condoms. Cambodia has a HIV prevalence rate of 2.7%, the highest in Asia.

Mr. Ma Sameat\* is a CWCC staff member responsible for monitoring in Poipet. He lived in Battambang earlier and has been working in Poipet since 1999. According to him, in the beginning, an estimated 200 clients came to the office each year; but now the number exceeds 300 clients per year. The exact figure is difficult to estimate, but most of the people in Poipet cross the border to work in Thailand. The CWCC is informed about sex trafficking only when a victim's family comes and files a complaint about the disappearance of a sister or a daughter.

In a recent case, the trafficker was connected with the police. CWCC followed this case closely and sued him with the local authority in order to get the trafficker arrested. But the trafficker got wind of this, and could attempt escape. CWCC handles many sex trafficking cases but CWCC has won only 6 cases. One of these cases involves a girl brought to Malaysia. The CWCC can make contact with the border police only when there is a sex trafficking case. The border police used to cooperate with the CWCC, but since last year (2003) they, without any explanation, stopped providing statistics.

## Case

### Sex trafficking to Thailand\*

Miss. E.O is a 17 year-old girl who hails from a poor family in the Preah Net Preah district of Banteay Meanchey province. She has two sisters and her mother is a widow.

Miss E.O and her two 22 year-old friends were deceived into prostitution in Thailand. The trafficker promised to find jobs as domestic workers for them at a Thai merchant's house in Bangkok. They were told that they would be paid 3,000 baht per month.

A few days after their arrival in Bangkok, E.O and her two friends were sold to a Thai brothel. They were all locked in a room for a week, and were forced to have sex with the brothel customers.

One day, E.O had the opportunity to write her mother that she had been sold to a brothel, and told her mother about her work situation in Bangkok. The brothel owner offered to let her and her friends go, provided that they pay him 25,000 baht (approximately USD 610). As Banteay Meanchey borders Thailand, most transactions are done in baht, the Thai currency.

Upon receiving this information on July 1, 2003, E. O's mother went to Aranya Prathet's Longkloeur Market in Thailand and met the brothel owner. A few minutes later, Ms. E. O and her two friends were brought to Aranya Prathet and the amount of 25,000 baht was handed over to the brothel owner. Thus E.O and her two friends were freed and returned home. After their arrival in Poipet, Ochrov district, E. O's mother took her daughter and her two friends to Ochrov Police Inspection to file a complaint against the trafficker.

On July 11, 2003, the police referred E.O and her two friends to the CWCC's drop-in centre in Banteay Meanchey province for accommodation in the shelter, so that they may be able to recover and receive legal assistance. CWCC provided them with counselling and medical care. The monitoring staff interviewed E.O and her two friends for further information, and after further investigation, requested the local police to arrest the trafficker.

Five days later, the trafficker was arrested by the Ochrov Justice Police and sent to court. A lawyer of CWCC represented their case in the Provincial Court. The trial took place in February 2004. CWCC continues to assist E.O and her friends and follows up on the status of their case in court.

They are now staying in CWCC's shelter while waiting for the verdict of the trial. They attended Khmer literacy classes, English courses and a sewing training course. They finished their training course at the end of December 2003, and plan to set up a shop as independent dressmakers in Poipet, Ochrov district, Banteay Meanchey province.

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• Interview on 19 July 2004

• Data collected by Mr. Ma Sameat

### 3. Rape

Reports of rape are read in the local newspapers almost daily. The perpetrators are either strangers or relatives of the victim. In a country where marital rape is still not recognized as a crime, many women are regularly raped by their husbands. In the year 2002 alone, CWCC received 230 complaints from victims of rape or sexual assaults; they documented only 100 cases in the previous year. The victims include domestic servants, stepdaughters, biological daughters, beer girls, children selling souvenirs at tourist places or selling food in the streets, and women in rural areas. The perpetrators include fathers, relatives, gangs, and employees of the army, police or other state agencies. They are those who often violently abuse their victims in order to humiliate, hurt, dominate and degrade them.

Although rape is not recognised as a crime at present, there exists a prevailing practise where the rapist can be jailed from 10 to 15 years. But CWCC wants women to know that they can always lodge a complaint for marital rape, although the police and prosecutor or investigation judge might not act on the complaint.

For the victims, the major reason for not going to court is the very slim chance to win the case, given the corrupt litigation practices. Even if the case could be won, the victim is not given just compensation; the convicted person, his reputation already damaged anyway, chooses to serve an extension of his sentence in jail, rather than pay compensation. Families are often forced to incur a loan or mortgage their property, in an effort to repair their daughter's own damaged reputation. But unable to pay debts incurred in the process, they end up withdrawing the complaint from the court, in exchange for compensation from the abuser.

Legally, however, the complaint cannot be withdrawn. This kind of deal is practised, as it is the responsibility of the prosecutor, not the victim, to file criminal charges. Payment to the victim does not take away the violation caused by the abuser.

In most cases, when the rapist is a stranger, he is dealt with by a demand for a "pay off", a payment of compensation to the victim, instead of criminal punishment. This happens most probably because rape victims have less chances of finding a husband. Occasionally, the victim is forced to marry and live with the rapist for the rest of her life. Some families see this as a reasonable solution to the problem. Records of CWCC also reveal that many rape victims are subsequently murdered.

Cases of incest are quite difficult to report to the police. The family is traditionally protected by social norms, and its male members considered all-powerful.

Marital rape\* is not considered an offence, given the usual justification that the wife is already married to the rapist. In most cases, she would be ridiculed if she were to try to bring charges against her husband. There is not a single case in Cambodia where a husband has been convicted on the charge of raping his wife.

In court, the burden of proof falls on the women victims. They have to prove that they did not encourage their attackers to rape them and that there was no "consent" involved.

## **Case**

### **Rape •**

On 24 June 2003 at 9:00 pm., DCV, a 17 year-old girl, was repeatedly raped by five teenagers: her 18 year-old boyfriend, and four other boys, who are her boyfriend's friends. The gang-rape took place in the village pagoda, after a quarrel with her boy friend. Earlier, they were just having a chat on love affairs. DCV's boyfriend let his four friends punch her. DCV pleaded that they let her go, but they did not listen to her at all. After she was raped by her boyfriend, the four teenagers repeatedly raped her until she became almost unconscious. Then they all ran away.

DCV managed to return home and tell her elder sister about the rape. At dawn, her sister informed their mother of the crime, and DCV was brought to the police to file a complaint.

On June 25, 2003, the five perpetrators were arrested by the police, and were made to pay 68,000 baht to DCV as compensation. Still, the perpetrators were sent to the provincial court. The girl was sent to CWCC's shelter for custody and given medical care and counselling. The CWCC's lawyer presented her case to the court.

On June 26, 2003, the court prepared to hear the case, but DCV's lawyer, who got sick at that time, had to request a postponement for the trial.

CWCC has provided DCV with access to Khmer literacy classes and English courses. DCV has also attended the sewing training course, which she finished at the end of December 2003. DCV is planning to be an independent dressmaker in her village. DCV has been reintegrated into her home at the end of January 2004, but is presently staying at CWCC's shelter to await the trial. The trial will take place in January 2005.

## **4. The paedosexual issue**

The issue on paedosexuals is particular to the Siem Reap branch of CWCC. Cases of foreigners abusing children are sometimes heard of, but the question of local paedosexuals could not be commented on by the CWCC staff.

CWCC deals with three rape cases in Siem Reap at present:

### **First case:•**

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□ Data collected by Mr. Ma Sameat

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• Meeting with Ms. Ket Noeun, director of the shelter, Mr. Pol Sun, lawyer and Mr. Chap Muon, reintegration staff on 22 July 2004

The offender was one Mr. GR from New Zealand. He has lived in Siem Reap since 1990 and worked as a guide there. For USD 20 per month, he “rented” poor girls to stay with him and massage him at night, though he allowed them to study during the day. Although this has been happening for a long time, no incriminating evidence has been produced against him. It was only at the end of 2003 that the CWCC and the police were able to investigate the problem, upon the complaint first made by the mother of one victim to the police in Sam Rong Krachot district. The police referred the case to the provincial police, who brought the daughter to the CWCC shelter. Five girls testified against Mr. GR for rape, resulting in the offender’s arrest.

During the police interview with the five victims, it was learned that Mr. GR raped the fifth girl during the massage; the others were groped by the perpetrator all over their bodies, also during massage sessions. On February 17-18, 2004, Mr. GR was tried and sentenced to 20 years imprisonment and to pay each victim USD 2,000 as compensation.

### **Second case:**

20 children were hired to do housework by two Australians who were formerly English teachers at a school in Siem Reap. The children were paid salaries of USD 20-30 per month. At night, however, they were pressured to stage a “fashion show”, and afterwards, were raped. The two paedophiles were caught; one of them is currently serving sentence in jail, but the other was able to escape to Australia while on bail. He was sentenced in absentia to 10 years of imprisonment and ordered to pay USD 2,000 as compensation to each victim.

### **Third case:**

Mr. A, a German, came to Siem Reap as a tourist, and would stay at an average of 15 to 20 days. During his visits, he would ask young girls to come with him to the hotel, until one of the girls’ mothers decided to lodge a complaint against him at CWCC. CWCC investigated this problem and took the girl to the doctor. The doctor determined that the girl had been raped. The police then arrested Mr. A. and put him behind bars. The offender paid USD 5,000 to the Appeal Court and has managed to stay out of jail.

It was learned that he also drugged the girls before having sex with them. He himself recorded his bestial deed against the children on video camera. A PC which contains encoded material in German, protected by passwords, was also discovered among his belongings. But its contents have not been translated so far.

He has since left Cambodia and the case is still waiting for trial.

## **C. Building Up the Institution**

### **1. Through the years**

The CWCC, a non-profit organization, was established in Phnom Penh in March 1997, in order to eliminate all forms of violence against women, as well as to give direct services to women survivors of gender-based abuse, as well as their children.

The office in Banteay Meanchey was established in 1999, in response to the trafficking of women and children to Thailand, for begging, sex work and forced labour.

In the same year, the community organizing programme was established, which started with the training of villagers and policemen.

In January 2001, the Siem Reap office opened its doors to tackle the increasing cases of sexual exploitation of women and children by tourists.

Then the community organizing programme with the training of villagers started in Siem Reap in 2002.

It was during this year that Ms. Oung Chanthol, the director of CWCC received the Ramon Magsaysay Award on Emergent Leadership, the most prestigious award in Asia, for her work in upholding the human rights for women.

In 2002, the Zonta Club of Japan awarded money to CWCC, noting its exceptional service to women.

The community organizing programme started in 2003, with the training of Siem Reap policemen.

## **2. Empowering women**

Ms. Oung Chanthol, the executive director and founder of CWCC, formerly worked with the UNHCR in 1996 and with the Human Rights Task Force in Cambodia (HRTFC), from 1993 to 1996. She coordinated 16 different NGO projects on various women's rights issues, among them, the problem of domestic violence. She also has done research on this topic.

*“What made an impact on me were the different cases of women and girls who needed help and assistance, who came to my office at the HRTFC, and to other places. Nobody would help them, and there was no secure place for them to go to. One special case of extreme emergency called my attention.*

*A woman victim of domestic violence, because nobody provided help, had to return to her house, but was burned, together with her two small children, by her husband. They all died. She was pregnant.*

*At that time, due to the presence of UNTAC (United Nations Transitional Authority in Cambodia) and the increase in tourism, trafficking started to boom. So the idea to build a shelter, a safe place for women, came to my mind, and it was installed in 1997.*

*Many girls also escaped from brothels and were denied protection from the trafficking gangs that were following them. One particular incident which affected me was the time a girl came running, covered with blood, to my office at HRTFC, as the neighbours refused to help and hide her. There were also Vietnamese sex workers who escaped and were kept with HRTFC temporarily.*

*Starting this small pilot project was quite difficult, but with the financing of terre des hommes Germany, we were able to start a shelter for 25 women. Only one week after its opening, the shelter was filled with women. We had just started going to the various police stations, explaining to the police the objective of the shelter. Some policemen came across urgent cases during their visits to the brothels, and sent these women to the shelter. Some policemen, especially the intervention unit, had great sympathy for the girls, and some policemen tried to pay off the girls from the brothel owner. But because the price was too high, the police officers just took them out of the brothel, and were at first worried whether their acts were legal.*

*At that time, the shelter was full, with very young girls from age of 15 to 19 years.”\**

Very soon, there was not enough space in the shelter for the number of women who wanted protection. After some time, the CWCC started the integration programme, because many girls wanted to return home. Education and awareness-raising were started with funds from the Australian Embassy. The Women’s Media Centre was hired by CWCC to document cases by interviewing the victims regarding their experiences in trafficking. They produced video spots for TV broadcasting. Later on the Women’s Writers Association also took up the issue, publishing articles in newspapers and illustrated booklets on trafficking and domestic violence. A book on real stories about paedophiles is being produced.

The community organisation programme was developed when the need to reach out to the community for raising awareness, and for prevention support, arose. The training of police, villagers and volunteers was just another consequence of the need to strengthen the change of behaviour. Volunteers started working in the village and took care of the girls who had escaped from brothels, helping them to hide.

*“I am very proud to have changed the passive attitude. Now the newspapers are publishing cases and stories and issues. And the Court nowadays is afraid of CWCC, because we can publish the cases of corrupt judges who take money from the perpetrators.”\**

CWCC has also given advice and collaborated on the drafting of the new law against domestic violence, which has been only partially approved (only up to article 6), but the New Assembly still has to continue its discussion on the said law.

One of the two staff members who worked together with Ms. Oung Chanthol from the very beginning remembers the initial stages of the project:

*“We had a very small office, with only four staff members. We did everything; we slept there at night, Chanthol as well, because we did not have a guard. I drove the motorbike because the other two women could not drive it. We were crying with the clients; only later did we learn in the counselling training that we should not cry with the client” •*

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□ **Interview with Chanthol on 5 July 2004**

□ **Interview with Srey Roth, monitoring coordinator on 26 July 2004**

### **3. Mission and Goals**

*To empower women to make their own decisions and take control of their lives by providing service options to women and their children who are survivors of physical, sexual and/or psychological violence, including battering, rape, incest, sexual exploitation and sexual harassment.*

*To monitor, investigate and report child and women trafficking, and all forms of violence against women occurring in the family or perpetrated or condoned by the state.*

*To raise awareness about issues related to violence against women in Cambodia.*

*To encourage government bodies to hold perpetrators accountable and to undertake all appropriate measures to eliminate all forms of violence against women.*

*To promote gender equality, peace, respect for women`s rights and the recognition of violence against women as a violation of women`s most fundamental human rights, including the right to live.*

### **4. The principles of the organisation**

These principles are written down in the guidelines and working procedures of the organisation and are presently being revised and updated for the first time since 7 years.

A staff meeting on the July 27, 2004 was organised to discuss the guidelines and was combined with an excursion for all the Phnom Penh staff, in order to relax and to strengthen team building and social contacts.

These principles basically remain unchanged:

*Respect for the clients*

*No discrimination*

*No bribery*

*Fast and effective service*

*Respect for the decisions of the client*

*Respect for human rights*

### **5. The clients**

In CWCC terminology the women seeking help and assistance are called “clients”, because of the strict service character of the institution.

Clients who fall under the mandate of CWCC are received according to the following criteria:

- Her case must fall under one of the three programme areas of work: domestic violence, trafficking and rape.
- She must belong to the poorer section of society.
- She must live in one of the three regions where CWCC is active.

- For the case to be registered as one of domestic violence, only violence within the household is acknowledged, whereas violent quarrels between neighbours will not be taken up.
- Only cases involving partners in a legal marriage will be taken into consideration for a divorce, but in cases of violence, CWCC also helps illegal wives, second wives or lovers to get out of the violent situation; they are received in the shelter together with their children.
- The woman should not be handicapped or mentally ill. Though they are not admitted to a shelter, handicapped women may be provided with legal assistance only.
- Accompanying children will be admitted until age 18 (for girls) or age 10 (for boys)
- Each client may come back to the organisation up to three times.

## **D. Implementing the Goals**

### **1. The Confidential Shelter and Direct Service Programme**

*This programme aims at fulfilling basic needs of women who have survived violence, by providing protection and security, assisting them to take their own decisions and helping them to regain self-esteem and confidence in themselves in order to find appropriate solutions to their crisis. It also provides opportunities for livelihood skills and vocational training for women to become independent and self-reliant.*

#### **1.1. The drop-in centres**

The drop-in centre in Phnom Penh is located on the fourth floor of the office building, where clients can stay for a week, during emergency situations. They receive food and shelter and are provided with medical assistance. Most of the women who go there bring their children with them.

In the Poipet and the Siem Reap drop-in centres, the women usually stay for only three days, before either returning home, or going to the shelter in Sisophon.

The daily activities of the monitoring staff are described by them as follows:\*

Upon her arrival, the client is received by the monitoring group and is interviewed about her problem. The group first determines whether the case corresponds with the criteria of the centre. They may also receive phone calls during the night, respond to emergencies, and sometimes rescue the client.

If the case meets the existing program criteria of the CWCC, the staff brings the client to the interview office and takes down a detailed record of the client's problem, with all the accompanying information that the client can provide. Since they have a computerized questionnaire, they are able to incorporate the information immediately into the database. So far this can only be done in Phnom Penh. During the interview, the client receives her first counselling, which means advice and information.

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\* the information is based on the interview with the staff on 8 July 2004

It is an established policy of the institution to help a woman to decide by herself. She is given all the necessary information that might enable her to solve her problem and to see what options she has.

Sometimes the client arrives at the CWCC with severe injuries. In this case, the CWCC sends her to the hospital first and collects information from her later on.

Even when the client seems to have arrived at some preliminary decision, as a rule, it is not implemented immediately by the monitoring team. They bring her first to the drop-in centre, located at the upper floor of the CWCC office, a quiet and safe place where she may stay for some time to be able to reflect on all the aspects of her situation, and to come to a final decision within one or two weeks. She can ask the CWCC staff for help any time she wants. Three days after admission, the monitoring staff members talk to her again about her decision. This is repeated after a few more days. Usually, the final decision of the women is determined after two weeks' time.

Counselling during this stay is conducted with an adequate degree of empathy and consolation. It is consciously directed towards the problematic situation at hand. It aims at helping the women arrive at their own conclusion, by encouraging them to talk about their problem, to analyse it, and to come to a resolution.

Based on the legal information given by the monitoring team staff and all procedures involved, the client will then decide whether she wants to sue her husband or not. This is left entirely to her own decision. Before legal action against the husband is taken, the client has to be sure that she really wants to go to court.

Some clients reconsider their preliminary decision after staying in the centre for a few days. This may mean that she does not want to sue her husband and chooses to return home. Other clients have a stronger resolve right from the start; they want to sue the husband and are prepared to go to the court because they cannot live with him any longer.

One of the major difficulties mentioned by the monitoring staff is that they do not have enough time to look after all the clients upstairs in an ideal way. Moreover, at night when receiving urgent phone calls, they are not always able to help, and end up referring the client to the local authority with just a telephone number. Both difficulties are related to the lack of staff.

The clients in the drop-in centre do not engage in any particular activity; they take care of their own and their children's daily requirements and watch TV. The women staying together in the drop-in centre (with a capacity of about 8 to 10 women), usually do not talk to each other; they generally prefer to be silent about their problem.

## Case\*

The case of Aunty P. I. is one of domestic violence. She is 48 years old, has been married since 1980, and has one son, now 10 years old. She lives in Phnom Penh city. She learned about CWCC from the local police commune officer.

Aunty P. I. and her husband fell in love when she was still a teenager. For some time, she and her husband lived happily together as a family. But later on, her husband became a soldier and learned to drink alcohol with his friends.

Since then, her life became more difficult; they argued almost daily. The intensity of the disputes varied, depending on her husband's mood. The husband would stay at home during the day; at night, however, he was out. She never felt happy during the times he was home, when he became problematic.

Aunty P. I. does door-to-door laundry from morning till evening. She is busy the whole day and only goes home in time for dinner, something she even is sometimes unable to do. She never said a word about her difficulties to her neighbours. She was capable of earning a living by herself and did not depend on her husband's salary. She worked very hard everyday in order to feed her son, and could let him continue studying in the second grade primary school until he graduates. She loves her son very much and will do everything for him. But she says her dream of keeping her son in school may not come true because of their problem.

Aunty P. I. loved her husband even if he did not stay home every night, and even when he took another woman as his second wife. The second wife, 30 years old, is younger and more beautiful than her. Not wanting her family to split up, she decided to invite her husband's second wife to stay with them. But this arrangement did not work out, as her husband never bothered to show her care. He and his new wife always had delicious food, while she hardly had any; she only had some prohok (fishpaste) everyday. Her resentment only made him bored with her.

Aunty P. I. became depressed thinking about her misfortune; she worried about her son and how to earn a living. There are days when she does not take any breakfast, afraid that if she does, her son may have no money to go to school.

Her husband, who earns a salary of 125,000 riel, only thinks of himself. When he had no money, he would ask her for some, like the time when he wanted to join a wedding ceremony. When she said she had none, he threatened to hit her if she did not borrow money from a neighbour.

When Aunty P. I. gave birth to their son, she was not allowed to sleep at home for a month. She was only allowed to sleep inside the house until her son grew older. She took a sleeping pill everyday before going to bed. Her husband asked her why she was always taking a lot of sleeping pills and told her that this would harm her body. But when she replied that it did not matter to her, he suddenly hit her on the head. Her head was covered with blood. He

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\* Woman interviewed upon her arrival in the drop-in centre on 7 July 2004  
Aunty P.I.

began to blame her intake of sleeping pills for the loss of his motorbike, even if it had long been lost. He was only looking for a reason to pick a quarrel with her.

During a later argument, he hit her on the head again with a big piece of wood. Again, her head bled profusely. That same day, she decided to divorce him and swore that he be punished and jailed. She did not want to live with nor have any relation with him ever again. Aunty P.I. laments that he has only made life difficult for her during the last six months.

Although she loves her son very much, Aunty P.I. is willing to give up her son to her husband. She feels unable to look after her son's welfare. She believes that her husband would eventually turn the boy over to his mother, who, she thinks, will look after him properly. Her mother-in-law is a good person and is quite well-off; she could therefore support her son's studies. She also believes that if her son is with her husband, he will not have a reason to look for her once she divorced him.

Aunty P.I. has solicited CWCC's help to sue her husband, bring him to court, and have him imprisoned. This is her final decision.

#### **Case \***

Aunty T. E.'s case is one of domestic violence. She is 46 years old. She and her husband married in 1979, an arrangement made by their parents. At that time, she lived in Kom Pong Trach in Kom Pot Province. When she moved to Phnom Penh in 1995, she and her family were still happy.

She has 5 children, three sons and two daughters. The first son is 25 years old. Both sons are now married. One of them studies at the Smiling Centre (NGO) at Steng Mean Chay, while one of her daughters studies at the Smiling Centre at Siem Reap. The other daughter lives with her. It was the Smiling Centre that encouraged Aunty T.E. to seek CWCC's help when she began to have problems with her husband.

Her husband joined the military and broke his leg during a fight against the Khmer Rouge. Since then, he started drinking and became an alcoholic. He would come home drunk and scold all the children. Blaming his family for his condition, he would order one of his daughters to work as a prostitute in order to feed him, or one son to find a car to run over him. Everyday, when he came home, he would hit Aunty P.E. They argued almost everyday. It was a miserable life with him.

Aunty T. E. was earning her keep by selling cakes at the garment factory in Steng Mean Chay. From morning till night, she worked very hard and went home only when her cakes are sold out. She does this so she could feed her children. She did not depend on her husband.

Besides this, Aunty T.E. still has to take care of her daughter who is mentally ill. The affliction was brought about by a very high fever while they were still living in Kom Pong

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□ **Woman living at present in the drop-in centre, interviewed on 7 July 2004**  
Aunty T.E.

Trach commune. But through all these, Aunty T.E. never said a word about her difficulties to her neighbours.

All the children have taken her side as they do not like their father. Once, the eldest son came to visit her and caught his father hitting his mother. He became very angry and said, "Father, stop hitting mother! You never gave me anything since I was born. I cannot bear it anymore that you continue to hit my mother. I will hit you too!"

Aunty T. E. revealed that her husband was always jealous of his own son. Once, when he hit and injured her, the son took her to hospital. This made her husband very angry with him. The husband now lives separately in Steng Mean Chay and is a construction worker. Aunty T.E. has to constantly move from one house to the other, but he still is able to find her because he follows the son who studies at the Smiling Centre.

Given a choice, Aunty T.E. doesn't really want to stay in the shelter, because she misses her children and wants to live with them. Although she is quite grateful to the shelter staff, she does not want to be a burden to them any longer. She says that all them are very friendly and have taught her how to sew. But an eye problem has made it difficult for her to learn sewing. She has been in the shelter for one month now and only does so because her daughter receives some medical care. When she gets well, Aunty T.E. plans to rent a house where she and her children could be together, and to start a business.

She worries, though, that this case might not be solved as soon as possible, and that her husband will go on stalking her and inflict more harm. She is afraid that she may not be able to bear the violent episodes any longer and might end up with a mental problem like her daughter. She has had enough and does not want to live with nor have any relation with him any longer. He has only made her life difficult for her. She wishes that he would just leave her alone and let her live happily with her children.

This is the reason why Aunty T. E. has asked CWCC to help her solve her problem as soon as possible, to take legal action against her husband. She wants CWCC to help her take him to prison. This is her final decision.

## **1.2. The Confidential Shelter in Phnom Penh**

The confidential shelter accepts clients after endorsement and confirmation from the drop-in centre. Usually, the client can stay for about 6 months, after which she may be reintegrated into her family or organize her future life on her own. Sometimes clients stay up to 8 months, until their court cases have been solved.

Organisation and regulations for the other two shelters are basically the same.

### **Activities of the women in the shelter during the day:\***

The women wake up at 5:30 in the morning, and are divided into two groups. One group is responsible for preparing breakfast and the other group may engage in some physical exercises. At 7:30 the clients start studying and break at 12:00 for lunch. After lunch they

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□ Information based on the interview with the staff in the shelter on 9 July 2004.

relax and start studying again at 1:30 pm. The group responsible for cooking is also responsible for all related activities, e.g. cleaning and marketing.

In the morning the staff members teach clients who cannot read and write; in the afternoon classes for the improvement of reading and writing skills are held for those with some prior education. Interested clients' children are sent to primary school or some private school. They receive 500 Riel per person.

A group counselling is usually scheduled every Friday afternoon; but immediate counselling is provided for urgent problems. A list of those who want to join each counselling session is usually drawn up. Special counselling sessions for children are held on Thursdays. After 6:00 PM, health problems are addressed.

Every client has six months to learn sewing, cooking and how to make sweets. The new client learns the basics first before she gets to practice her new skills. The shelter also teaches the clients basic techniques in garment styling, sewing with a machine, and machine repair. Upon completion of the three-month sewing lessons, they take an exam. Those who pass the final exam are provided with a certificate of completion, so that they can find work at the garment factory. The client who does, receives a salary of USD 45 per month and may even receive more if she works extra time.

The Friday counselling meeting\* that was observed was composed of 14 women ventilating their problems. Most of them were crying during the group session. The women listened intently to each other's stories. The atmosphere was warm and comforting. After the session, they performed a number of tension-relieving physical exercises.

The clients came from Kan Dal province, Kom Pong Speu province and Ta Keo province. They all suffered domestic violence before they came to the CWCC. Each went to the CWCC through the information of either of the following: the motor taxi drivers, the community authority, or their relatives. Others came by themselves.

Often the women narrated that their jealous husbands suspected them of having a lover. All of their husbands have been quite cruel. Some of them are ex-soldiers, who, after drinking or taking drugs, become violent.

All of them claimed that the first thing they did, after having been beaten by their husbands, was to seek the community authority's help, only to be told that their complaints are "their own family problem". They were told that it was normal for families to have arguments, that everything would be alright again. This usual line of reasoning was the community authority's alibi for not helping them.

Before turning to CWCC, the women and their families have already suffered six months to two or three years of violence in the hands of their husbands. Still, for some, it took 10 years. In the end, they could no longer bear to live with their husbands and have left them for good.

All the women spoke very openly about their problems. The following are two cases that demonstrate the cruelty that these women had to go through:

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□ Observation during the counselling meeting about domestic violence in the shelter on 9 July 2004

## Case\*

L.I. suffered domestic violence for 10 years. She is 37 years old and lives in Kom Pong Chhnarng Province. She has two children. Her husband used to be a soldier. These are some of the instances when her husband, inflicted violence towards her and the family:

One day, after her husband came home from drinking, L.I. asked him not to drink anymore. He retorted that this was his own business, that she should not advise him what to do. With that, she knew that she would have more problems that night. Indeed, she later heard him calling their children to ask their mother to prepare dinner for him. L.I. prepared his dinner, but when he tasted the food, he shouted: "What terrible food! It is not delicious!". He threw all the food out of the house.

Then he went out to drink again, returned, and beat L.I. up. This time she went to complain to the community authority, but was told that it was her family problem and they therefore could not interfere. She was advised to go home, and was told that she and her husband would be alright again in two or three days. When her husband learned about this, he threatened her: "You complained about me before the Youn ("Youn" is a pejorative term used for the Vietnamese) community authority to help you!" Then he suddenly took an axe to attack L.I. Neighbours had to plead with him for restraint. She ran to hide in their nearest neighbor's house. But he ordered all the children out of the house and made them kneel under the heat of the sun. He took a shoe and put it into his son's mouth. A neighbour went to tell L.I. what her husband was doing. When she went out to help her children, he beat her up.

When L.I.'s husband was angry, he would shoot his gun into the air or throw grenades until they explode. Once, after he had thrown a grenade, he even walked the streets without clothes. He also uses grenades to instil fear and/or to show off. Once, while following L.I., he threw a grenade at her. Fortunately, the grenade did not explode. A similar incident took place when he invited many people to come to their house for lunch. He took a grenade, detached its pin, and put it on the table, with his hand still holding on to it. It did not explode.

L.I. said that when her husband ran out of grenades and got drunk, he would bring out a big knife and sharpen it. Then he would cut everything in the house, including the stairway. That was when she became very afraid and had to run to her mother-in-law for help. Because she was pregnant, she did not go home that night.

Now L.I. has decided that she cannot live with her husband any more. With her brother's help, she left home, and was brought to the shelter.

## Case\*

K.O. suffered domestic violence for nearly 10 years. She is 38 years old and lives in Phnom Penh. She has one daughter.

When K.O.'s husband came home from drinking, which was everyday, he would always beat her and their daughter up. He would repeatedly grab his daughter by the leg and bang her head against the bed or the wall. This was when K.O. rushed to the local authority and the police, but was told that this was only a family problem, so they could not help her.

When K.O. was 6 months pregnant, her husband kicked her on the stomach. On her 7th month, she prematurely delivered the baby, who died 4 days after.

Another violent incident forced K.O. to go to the police this time. Her drunken husband beat her and her daughter again. Holding their daughter by her arms, he threatened to throw the child from the second floor of their house. The police told her, however, that they could not arrest her husband as long as he was in the house. So she waited for him outside the house, and when he later came out, was arrested. But after a fortnight he was released.

He threatened K.O. that if she wanted a divorce, he would kill her and the whole family. She believed him because he was a cruel man.

Once, in a fit of anger, he took a knife and cut off one of his fingers. It was not completely severed, though. K.O. took pity on him and brought him to the hospital, but the doctor could not save his finger. Although his finger has not yet healed, he started to drink again. He blamed her for the pain and demanded that she buys him medicine.

Finally, K.O. reached the end and ran away. She lodged a complaint with the local authority in order to put him in prison, but they could do nothing. She then went to an NGO for women, which gave her a letter of referral to the CWCC.

K.O. is certain that she does not want to live with her husband anymore.

The counselling sessions are divided in different groups, according to the nature of the cases. They are conducted simultaneously. The following are rape and trafficking case samples narrated by the victims themselves:

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\* Woman participating in a group counselling session at the confidential shelter on 9 July 2004

### **Case\***

V.D.: 13 years old, Kom Pong Cham Province.

I was underneath our house one day when my stepfather called out to me, telling me to come inside and boil water. When I did, he suddenly got behind me and held me so that he could take off my pants. When I attempted to shout, he threatened to hurt me with a wire. I did not shout, and he raped me.

The second time occurred when I was at the rubber field. I had gone with him to collect rubber from the tree. He pressed me against the base of the tree, took off my pants and pressed his hand on my mouth to prevent me from shouting. That was the time I bled.

The third time occurred when I was fishing with him at Ou Tar Prich, a small river. On our way back, we crossed the small river, then he laid me under a bamboo tree, took my pants off and raped me.

The fourth time happened at home again while my mother was out collecting rubber. He asked me to clean the house, called me from the kitchen, and told me to climb to bed. But this time my sister saw what was happening, so he stopped.

That night he had a big argument with my mother, as my sister had told her that he had intended to rape me. My mother called the police to arrest him at the rubber field. He has been in prison for 12 years now.

I do not want to think about these incidents, but sometimes I remember.

The police took me here, to the shelter, and I like CWCC.

In the future I want to be a teacher.

### **Case\***

M. N. R.: 16 years old, Kong Cham Province:

My mother is a gambler. She sold me for USD700 to a brothel owner, who also rented me out to Sihanoukville for USD100. I was detained in the brothel for one month. The brothel owner threatened me that if I did not serve the customers, he would call my mother to get the money back. The brothel owner phoned my mother and my mother scolded me. She wanted me to serve the customers, so I did what she told me. I served the customers for four nights, at one customer each night. After I served the customers, the brothel owner stopped detaining me. I went away and called my aunt, my aunt called to the court, and that was how I was saved. Before I came to this shelter, the police took me to LICADHO (name of an

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- Interview with a rape victim in the shelter in July 2004
  - Interview with a trafficked girl in the shelter on July 9, 2004

NGO in Cambodia). The LICADHO staff interviewed me and let me stay for two nights before bringing me here (referring to CWCC confidential shelter).

I want to continue my studies, because I was able to reach grade 6 while I was in the village. I want to visit my grandfather and grandmother; I heard that they were ill. My grandmother lives in Kom Pong Cham Province.

I long for a good family.

### **1.3. The confidential shelter in Siem Riep\***

There are a total of 65 clients (including accompanying children) in the shelter. 40 clients are under age 18, while 25 clients are over age 18. The following is a breakdown of the nature and incidences of the cases:

Domestic violence: 26 cases (11 clients are over age 18; 15 clients are under age 18)

Rape: 20 cases (6 clients are over age 18; 14 clients are under age 18)

Trafficking: 19 cases (8 clients are over age 18; 11 clients are under age 18)

Most of the women in rape and trafficking cases come from Poipet.

Individual counseling is conducted in the shelter everyday. Group counseling takes place every Friday evening. For individual counseling, a schedule is customized for each client. In the case of new clients, the shelter staff provides a-15 minute counseling everyday. Flexibility is observed to suit the particular needs of the clients. The shelter staff members also meet with those clients who do not want to speak about their problems. While the shelter staff members do not force clients to speak up at once, they also make it a point to ask them how they are each day.

It takes a week or two before some clients start talking about what they had to suffer. It has been observed that in general, it is easier for victims of domestic violence to open up about their experience, compared to their sisters who have been raped and trafficked. Only 20% of women who were raped and trafficked readily talk about their experiences.

The women are encouraged to participate in a monthly role playing, which is another mode of expressing themselves.

They may play games such as soccer, tennis, or go to the market during weekends.

## **2. Monitoring, Documentation and Legal Assistance Programme**

\* visited on 21 July 2004

*This programme aims at keeping track of and investigating acts of violence committed against women in the fields of trafficking, domestic violence and sexual abuse. Clients are informed about their legal rights and are given legal assistance. The CWCC lawyer represents the clients in court and ensures the proper enforcement of a favourable verdict. During the support period, documentation on violence against women and children is computerized and used in advocacy activities with media, lawmakers, law enforcement officers and the general public.*

The monitoring and legal assistance programme has monitored domestic violence, rape and trafficking since the inception of CWCC. But legal assistance only started in 1999. All legal NGOs refused to represent the victims, but would consent to represent the accused person. At that time CWCC lost all cases that were sent to the court.

Since the beginning, a total of 7,217 women have been received by all three drop-in centres, while a total of 3,001 women have been received by the three shelters. The legal assistance has filed a total of 1,349 complaints in court. It has won 167 compensation cases, 235 divorce cases, and 166 cases which resulted in the imprisonment of perpetrators. The CWCC staff members have also taken part in many rescue missions.

The women who sought CWCC's assistance have absolutely no knowledge of their rights and of how evidence is properly gathered and protected.

#### **Observation of a court session on July 7, 2004**

P.R., (Not here real name), a woman from Siem Riep, 26 years old, with a four year old son, won her divorce case in the provincial court in Siem Riep. The father of her son, with whom she had lived for seven years, was ordered by the court to pay USD 2,500 for the support of their son. He has rejected the court's verdict and has appealed to the Appeal Court in Phnom Penh. This may have something to do with the fact that he is quite well off, and has an important job in the Provincial Finance Department. He does not want to recognise his son.

P.R. is the man's legal and first wife. They lived together for some time, but problems started when their baby was three months old. He started beating P.R.. By that time, he has had a third wife.

During the court session, the plaintiff's father did not appear, so the Appeal Court decided in favour of P.R., confirming the earlier court decision in Siem Reap.

It has been observed that the judges and the prosecutor respect and hold the CWCC lawyer in high regard. The lawyer, Mr. Ith Phum\*, presently has pending 237 cases. Of these, 212 are domestic violence cases, 22 rape cases, and 3 trafficking cases. In the year 2002 alone, he has won 82% of the rape cases mentioned, 50% of the trafficking cases, and 89% of the domestic violence cases.

It is sometimes quite difficult to gather evidence for rape cases. This is especially true in cases involving very young girls, with ages 3 to 5. The court, however, recognizes the

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□ Information received from an interview with the CWCC lawyer on 14 July 2004

evidence collected by medical doctors and evident injuries inflicted by the offender or from self defence.

It is often that rape cases are closed when the perpetrators are able to bribe the police and the court to stop the case.

The lawyer believes, though, that the CWCC police training has had some positive deterring effect on the system of bribing. Though it is not yet sufficient, the number of bribing incidences has gone down to some extent.

In 1992, during the UNTAC, the National Council passed the “Provisions Relating to the Judiciary and Criminal Law and Procedure Applicable during the Transitional Period, 1992.” This law makes rape a punishable offence. Yet CWCC has yet to use the law in a marital rape case. Similarly, marital rape cases have never been tried successfully in a court of law anywhere in Cambodia.

Almost all the women who come to the centre want a divorce. This usually does not pose a problem for custody. Custody of children is always granted to the mother, as most men do not want to take care of their children, even if they might be better off economically. She is allowed by law to remarry only within 300 days after the divorce. No such restriction exists for men.

### **3. Reintegration**

*The reintegration programme assists women and girls according to their individual needs. They may either return to their homes and villages or find new employment opportunities in other communities and live independently.*

Once the clients and the staff of CWCC decide that reintegration is appropriate, the staff will accompany the clients to their home and meet with their families. They also meet with appropriate authorities and local leaders to make the process as smooth as possible. The CWCC staff will conduct follow-up visits to assess their living conditions and provide further assistance. After one year, the case is closed. But all the women who had at one time been clients of the institution may always call on them when they find themselves in trouble again. An agreement between the Ministry of Social Affairs and the CWCC has provided further security for the women in their villages. It is stipulated in the agreement that the staff of the Department of Social Affairs will conduct monthly visits with the women or children after reintegration. Then they report to the Ministry, which in turn forwards the report to the CWCC.

The network of the Community Organizing Programme provides another way of monitoring the development of the client and her family. CWCC, through its volunteers, function as a watchdog for the well-being of the former clients.

Although most women who seek CWCC’s help want to be divorced, the possibility of reuniting with their husbands and family is considered a serious alternative. Living alone and taking care of children without sufficient income to support the upbringing of children could be very difficult indeed. This is especially true for most of the women, as they never had access to education opportunities. They therefore have difficulties in literacy and earn just enough to survive in precarious conditions. CWCC respects the clients’ will, even if it

is not its policy to help maintain the marriage under all circumstances. It is in this light that the mediation of conflict, as a special intervention, is best understood.

### **3.1. Mediation**

The first step of the mediation process entails the separate interviews of each of the conflicting parties regarding the chances for mediation and how it could be achieved. Then, in order to reach an agreement, the two parties are brought together, in a meeting with the monitoring staff and the lawyer.

In cases where an agreement cannot be reached during this first meeting, changes to the agreement will be proposed by either side, and a second meeting is scheduled. At the final stage, an official document which stipulates all conditions surrounding the reconciliation is put into writing. Both parties, along with the lawyer, will have to sign the document. This contract is also shown to the village authorities and neighbours, who are urged to be vigilant about its application.

Oftentimes, the document is hung up on the wall of the house of the client, at times even over the bed, in order to permanently remind the spouses, especially the violence-prone husband.

In a society where existing power structures enjoy wide acceptance, some form of official and formal agreement wields great strength in obliging people to keep their promise. With this kind of mediation, there are many cases where a permanent change has taken place in a husband's behaviour.

The following is a sample of an agreement (edited version):

Kingdom of Cambodia  
Nation, Religion, and King

□□□□□

Agreement Between Husband and Wife

*Wife, Mrs. A, 44 years old and husband, Mr. B, 40 years old. Address: PT S, Khom Bar Teay, Srok Bar Phnom, Prey Veng province.*

**We have agreed on the following:**

- 1- The wife agrees to return home in order to be with her husband and children so that they may have a normal family life, and provided that the husband observes these conditions: stop drinking and stop committing all kinds of violence such as scolding, beating etc.
- 2- The husband respects all of his wife's requests.
- 3- Both parties must respect each other, forgive each other, and try to solve all problems in the family peacefully.
- 4- Both parties must respect this agreement.
- 5- This agreement takes effect starting today.

Made in Phnom Penh, 20, April of 2004  
Finger Print

**Mrs. A**

**Mr. B**

**Seen on**  
**20, April of 2004**  
Signature

Lawyer **Ith Phum**

The positive results of a mediation process may be gleaned from the following case:

**Case\***

M.T., 45 years old, has been married since 1977, which was still under the Pol Pot regime. Her educational attainment in the 1960s is Grade 10. From her marriage, she has five children, three girls and two boys.

M.T. spent only one month in the shelter. Her children have constantly come to the shelter to ask her to return home, and her husband promised to stop drinking and abusing her. He loved the children and his wife. Because of these, M.T. finally decided to come home.

She left the shelter in November 2003 and returned to live with her husband and children. He is a motor taxi driver and would now sometimes help his wife with the housework. After her reintegration into the family, she started a small coffee selling business.

M.T.'s husband claims that he has reduced his wine consumption, because his wife wanted him to stop. After a drink of one glass, he comes back home. He does not drink with his friends anymore. Because of their written agreement, which they keep in the house, he can now live with his wife again.

But his main reason for wanting to stay together is to fulfil the wishes of their children. They receive regular visits and some financial support from two sons who are already married. M.T. will do everything in order to allow the younger children to study and to have a bright future.

M.T. and her family are now living peacefully.

**3.2. The choice of living independently: A choice between poverty and violence?**

In many cases, the only real option for the woman is divorce. Consequently, she chooses to live on her own independently, though her economic situation very often remains precarious. This is evident from the following interviews:

**Case\***

D. Y. is 42 years old. She has four children. She formerly lived in Kompong Cham province.

Life was already hard in the village, as she was very poor and sometimes had nothing to eat. When she got sick, the neighbours next door had to come to look after her.

□ Reunited with the family, 14 July 2004

□ A reintegrated woman who had decided for divorce, 12 July 2004

D.Y.'s husband had accused her of having a boyfriend and always beat her. Once, during an argument with her sister, he slashed her sister with a knife. While she was bringing her sister to the hospital, D.Y.'s husband burned their house.

D.Y. is now renting a house in Phnom Penh. Two of her children live with her.

During the dry season she sells cakes and "shining shells" (shells mixed with salt and dried under the sun). But during the rainy season, D.Y. can only sell cakes to make a living. In order to produce cakes, she has to get up at 2 am in the morning. Sometimes D.Y. also finds work as a laundry woman.

But D.Y.'s daily earnings can hardly meet their living requirements; sometimes, she has to delay payment of rent until she has enough money. She is only capable of earning about 50,000 Riel in one month, which is barely enough. Her son is sickly and she has to pay the doctor apart from rent. But she prefers to continue living this way, because she at least is no longer exposed to the violence of her husband.

An NGO has granted D.Y.'s children a scholarship of USD10, but oftentimes, the money goes to the rent. In a year's time, the scholarship will be terminated, which will render her life even more difficult.

D.Y. also has an eye problem, an inability to focus for long stretches of time. When she went to see a doctor, he told her that she would go blind in 10 years. D.Y. does not want her children to drop out from school, and will do anything to support her children's studies. But if she does go blind and is no longer able to feed her children, D.Y. says she will take them to the CWCC office.

### 3.3 Reintegration into poverty?

The girl in the following case was rescued from a brothel, but her living condition is very poor, without much to look forward to:

#### **Case\***

A. M., 18 years old, lives in Kandal Province. She entered the sex trade because of poverty. She had worked as a vegetable vendor before, but did not earn enough money to support her family.

She had been staying in the brothel for three to four months, when the police raided them. Since she was still a minor, she was taken to CWCC. Subsequently, she opted to be reintegrated into her family. She supports the family by making baskets and selling them. These baskets are used to catch fish, crabs and frogs. In a day, she can make only two baskets, each of which costs 1500 Riels.

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□ A girl reintegrated into her family, 12 July 2004

Her father works as a construction worker, and her mother works at home. When her family built a house, they borrowed USD300 with an interest rate of 15%. Now they must sell the house because of the high interest rate.

It is difficult for her family to send her younger siblings to school because of the distance. To be able to do so, they need to pay 200 Riel per day for the teacher.

A.M. wants to study. The CWCC staff promised to find her a vocational training, as A.M. has never received a formal education and is not literate.

### 3.4. Reintegration into a working place:

The following are interviews with the girls who are presently living on their own and working in the city. By sharing the rent of their room, the girls are able to survive in the city.

#### Case\*

S. was living in Battambang province when she was approached by someone who said he could offer her a job: "If you want to find a job you can go with me, there are many people waiting at the border". When she arrived at the border, there were no other people and she started fighting with the trafficker. Fortunately, the Head of Social and Women Affairs Department drove by and was able to send her to the shelter in Banteay Meanchay. From there, she was sent to the CWCC office in Phnom Penh.

While S. was in the shelter, the CWCC invited a computer company, Digital Divide Data (DDD), to train their clients. S. joined as one of the trainees. She lived in CWCC for six months. She was then employed by DDD. She works 6 hours a day and earns USD 70 a month. She and her friends from the shelter now live in small groups of 2-3 and share their living expenses.

#### Case\*

L. N., 18 years old, was living in Siem Reap when she was raped by her brother's father in law, then 39 years old. He was later sentenced to prison. Then she heard that he died in prison.

L.N. has been living in Poipet for five years and says she is very happy to stay here. She learned how to sew in the Sisiphon shelter for six months.

L.N. has not been able to visit her family lately, like she did before. She does not have the money to visit them. She has five brothers and one sister.

- Trafficking case, living and working on her own, 12 July 2004
- Rape case, living and working on her own, 20 July 2004

She said that she liked the shelter very much, and that she was actually happier living in the shelter.

At present, she has a contract to sew men's trousers for a client. This earns her a net profit of 1000 Baht.

Now she wants to save money to buy a sewing machine. When she has enough money, she will go back to her family and work at Siem Reap.

#### **Interview with Mr. Soun Solinh, Reintegration Programme Coordinator:**

It is a reality that for clients already mired in poverty, reintegration almost always means re-entry into extreme, if not similar conditions. To address this reality, Mr. Solinh believes that a credit programme would be ideal for the poor clients. This entails a process of first, analysing the concrete life conditions and the environment of the client. Then the possibility and sustainability of a small business for the client may be assessed. For this, Mr. Solinh wants to undertake some studies of similar projects in other countries.

However, Ms. Oung Chanthol explained that the CWCC board did not approve the idea of undertaking a new project line such as income generation. This seems to be the right decision. The CWCC would have a better foothold if they stick to their specific goal, having accumulated the knowledge and professional skills for it.

#### **4. Community Organizing Programme**

*This programme aims at organizing village-based training activities for local authorities, police and volunteers to sensitise them on issues of violence against women and relevant laws on domestic violence, rape and trafficking. This programme builds up a network of local volunteers who help CWCC in popularising the issue and in making timely interventions should violence against women occur in their villages.*

Special trainings are conducted for senior volunteers who have completed their first round of training and have started to work as volunteers. These are: ongoing training of facilitation of meetings, investigation skills, teaching skills, new laws related to women's rights, basic counselling and conflict resolution. CWCC trains villagers and volunteers only for one year, after which, it is continued for police and local authorities. The volunteers are responsible for the trainings of the villagers. They receive a small travel support of 13 USD per month, which is granted for only three years; after that, the community is responsible for its own travel expenses.

From each training course, the most capable volunteers are selected among the trainees.

The training of trainers has a multiplier effect, thus helping the CWCC to build up a large group of people who can conduct the training in the villages and broaden the outreach to new villages and communities, without employing new staff. The Ministry of Social Affairs, Labour, Vocational Training and Youth Rehabilitation (MOSALVY) has agreed to follow up the reintegration of the girls into communities initiated by CWCC and to help them in accessing social services.

Special handbooks for the training of the different groups have been developed.

The community programme started in Phnom Penh in 1998. Approximately 400 police officers and local authorities have been trained in all provinces each year.

The training of police officers is especially effective for countering violence. If enough policemen and policewomen could be gathered and their awareness of the burning issues raised, a change in their behaviour will eventually transpire. They will defend women and their rights in the community and not let themselves be bribed by the offenders. They will also serve as watchdogs for peaceful village life, thus preventing violence in families.

The first round of police officers' training in Phnom Penh started in 1999. The entire district's training is almost completed. A total of 140 police officers in Phnom Penh have been trained, 41 of which have become volunteers. Moreover, 140 local authority personnel have been trained. The training in Siem Reap started in 2003, and is also an ongoing training project.

Ms. Oung Chanthol observes that the Ministry of Justice strongly supports the training on women's rights for members of the police force.

A pilot project in Kendal province shall be undertaken through a special cooperative effort of the Cambodian Criminal Assistance Project (CCAP), the executive director of CWCC, the shelter director, and the monitoring programme coordinator. The purpose of the training is to focus on the importance of the policewomen's role in dealing with violence against women among the police staff in all Kendal districts. After the CWCC training, each district police station agreed to hire female police officers.

The expansion of this training programme is a desire expressed by both the Ministry of Interior and Ministry of Justice that could be easily done. But due to the lack of staff, the CWCC is unable to do more at present. Trainings of tourist guides and hotel staff have also been conducted.

#### Observation of a Villager's Training carried out by volunteers in the Community\*

The training of villagers\* took place in Commune Kor 1, Group 1, Sang Khat Chrang Cham Raeh 2, Khan Re Sey Kao, Phnom Penh city. There were about 25 villagers present, amongst them 12 men, who were mostly sitting in front, listening attentively.

The volunteer started off by explaining the effects of violence in the family and what need to be done when it happens. The following is a gist of that explanation:

“When faced with violence, family members should approach the local authority. Then the local authority can help the victim by asking the offender to come to the police station. Violence can occur in the family: between husband and wife, between mother and son, between father and son, between father and daughter. When a quarrel threatens to get out

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□ 13 July 2004

\* Visit at Police station in Sisophon, 21 July 2004

of hand, one of the parties involved should just walk out of it. Violence in the family could result in the separation of a family, i.e. parents from children, wife from husband. Violence is often caused or exacerbated by alcohol. Excessive drinking makes the husband beat up the members of the household. Women as a rule suffer more from this kind of violence. Both parties can avoid violence by understanding each other, by forgiving each other, and by trying to avoid built up anger by just walking away from the critical situation.”

The volunteer police officer went on to explain the criminal law, article 41 and article 39: “If anyone harms someone with intention, that person will be punished with a prison term ranging from 1 year to 5 years. If you shot someone with a gun, you will be punished with imprisonment ranging from 2 months to 10 years.”

Then the meaning of rape and forced marital sex are explained. The volunteer explains that “the husband cannot have sex with his wife as often as he wants; he should be sure that his wife consents to having sex with him.” If a husband uses force to make his wife have sex with him, he can be punished with imprisonment from 10 to 15 years.

Finally, the problem of trafficking is taken up, especially the dangers posed by certain people coming to the villages and offering good jobs.

If the trafficker is caught, he can be imprisoned from 10 to 15 years. If the victim is a girl or a boy under the age of 15, he can be imprisoned from 15 to 20 years. The people who indirectly help the trafficker, e.g. those who provide him with transportation, can also receive the same punishment.

The fact that it is police officers, invested with some authority, who impart the training has a strong effect on the villagers. The meetings are well attended, and may positively impact on their behaviour. The combination of awareness building and the threat of legal consequences appears to be a very effective way to change behaviour.

The cooperation of the police station of Sisophon\* with CWCC started more than two years ago. At first CWCC would contact the police and arrange for a training. After the training, CWCC would select a number of volunteers from among the participants.

When domestic violence occurs, the police would go and try to negotiate a contract between the offender and his wife. The husband’s fingerprints are taken as signature. Sometimes this contract effectively stops the violence, but sometimes lapses occur. The police draw up the contract according to the victim’s demand. If she wants a divorce, the case is sent to court.

Cases of rape and sex trafficking are immediately forwarded to the court.

In Sisophon, domestic violence occurs more often than rape and trafficking. When female police officers are assigned to cases such as rape within the family, the victims find it easier to report the truth.

CWCC's training course for local authority volunteers in Siem Reap\* started with the administration of a test on the volunteers' knowledge. 11 women and 13 men participated. A group discussion ensued, guided by the examples indicated in the training handbook handed out by CWCC. The following questions and answers were raised in the group discussion:

Question: What are the causes of domestic violence, rape and sex trafficking?

Answers: Poverty, alcohol, affairs with many women, lack of education, culture, gambling, jealousy.

Question: What are the effects of violence on the individual, the family and society?

Answers: Breakdown of the family, health problems, no school education for children, loss of money, loss of respect, unhappiness.

Question: Do we have any means to prevent these problems from occurring?

Answers: Knowledge of the law, promotion of human rights, cooperation with police, support from NGOs

The one and a half-day training course ended with an evaluation of the training course and a discussion of the benefits of the course for the volunteers.

## **5. Internal Functioning**

### **5.1. Leadership**

Ms. Oung Chanthol is the founder and executive director of CWCC. She is a model of integrity and professional capability for the entire staff as well as the NGO community. She is a well known resource person in international conferences on human rights, especially on the rights of women and victims of gender-based violations.

She is a woman of vision but also is a very practical manager. Her working style is very transparent and democratic; she consults with the staff on all matters, and is always open to suggestions. Her effective monitoring, done through monthly staff meetings and monthly management meetings, enables her to have complete control of all activities of the organization.

A very detailed and frequent reporting system of every programme and staff has been put in place. This gives her a large amount of workload. Perhaps the management team should assume some of her workload, through delegation; this strengthens and builds up co-responsibility within the whole organisation. This might encourage and empower the second line management to take up greater responsibility. This might also be helpful in building up a possible successor.

Ms. Oung plans to start working with a more decentralised structure in 2005, which would make the three sub-offices of the CWCC more independent. Each would have its own responsible director. This will definitely reduce the workload of the executive director and

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□ **Observation Training of Local Authority Volunteers, Siem Reap, 23-24 July 2004**

grant her more time and freedom to accomplish a strategic planning for the future. Until now, the executive director still pays a three-week monitoring visit to the two offices in Siem Reap and Banteay Meanchey which is done every three months. A more autonomous structure would result in the reduction of visits to two per annum, one of which might even be delegated to a staff from the management team.

## **5.2 The management team**

A workshop conducted with the management team dwelt on the strengths and weaknesses of their work. The workshop confirmed that all their job descriptions correspond to the tasks of the management team staff. Their own reflections about their strengths and weaknesses are well thought out. They observe that the workload for each staff member is quite high and that they would like to spend more time with the clients, in order to attend to their needs.

The management team has achieved a good level of teamwork. It is therefore surprising that they insist on recruiting a person from outside for the position of management team coordinator, instead of choosing one among themselves. The team coordinator shall act as interim executive director, in the absence of the executive director.

The guiding principle of CWCC staff is to serve the clients on time, and to be available at all times for them, especially during emergency situations. They are highly motivated and hard working. They are doing a good job in counselling, assisting the clients with great sensibility, and have established a solid and effective cooperation between the various programmes. They receive ongoing training in various fields to improve their professionalism.

## **5.3. Staff consciousness**

Mr. Chuan Malla\* is a monitoring programme staff. Mr. Chuan learned about the organisation through his wife, who was known to Ms. Chanthol from her time with DanChurchAid, and started work with the CWCC in November 2003. He left a job as a police officer because he refused to receive bribes like other police officers. He observed that the police have a tendency to cooperate with and to favour rich and powerful people. At times when he has to pay a visit to the police station, however, he chooses to use his own car, which is newer and better than the CWCC office car, just to impress the police officers.

Mr. Malla admits that before he worked with CWCC, he did not know anything about the problems of women. He used to go drinking with friends, but this has changed recently. Now he stays at home most of the time and gives care to his son and wife. In the future, he would like to go back to the police force and teach there, if he ever gets the chance. He wistfully adds a precondition: and if the police end their own corruption, perhaps, in 20 years' time?

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□ Personal interviews with two male staff about their personal development and gender sensitivity, 15 July 2004

Mr. Soun Solinh is a reintegration staff, a job he has held since 1999. He has gotten involved in almost all of CWCC's programmes. Before CWCC, he worked with UNTAC as an interpreter and assistant. He is a medical health assistant and physiotherapist by professional training and has worked in this capacity in a hospital. He was trained as a medical assistant in the refugee camp of Khao Daeng at the border of Thailand for 8 years, from 1984 to 1992. He has always wanted to serve his country.

Mr. Solinh has noted a few changes in his own behaviour, because now he also washes his own clothes, cooks, discusses all important family matters, and jointly decides with his wife.

He wants to develop a pilot project which could give credits to poor families, in order to improve the reintegration of poor women. In the future, he would like to study law in USA or Canada.

Other male staff members were also asked about their personal development on the question of greater gender sensitivity, while working with CWCC. They all acknowledged changes in their behaviour and their understanding of women's concerns. They now feel more inclined to take up more responsibility and be more considerate towards women's needs.

#### **5.4. Staff Capacity building**

One of CWCC's major goals is to continuously improve on the professionalism of its entire staff. In keeping with this goal, it has developed a capacity building programme. This ongoing program provides training on monitoring and evaluation, time management and decision making, report writing and documentation, computer skills and English proficiency, to mention a few.

### **6. Advocacy and Media**

CWCC's advocacy programme include the following activities: release of press statements, education on sex trafficking and violence against women in affected communities, the organizing of special events, creation of media campaigns, and participation in meetings and workshops with other allied agencies. CWCC coordinates its efforts with local and international human rights advocates and the government to educate and sensitise all members of the community. It also aims to help create informed policies and programs for victims of violence against women.

CWCC cooperated with six NGO partners of terre des hommes in conducting a three-day "Trafficking Fair" in Poipet. The purpose of the campaign was to raise awareness of child trafficking among participants. Around 3,000-5,000 visitors came to the fair.

Selected staff from the administrative, community organizing, and reintegration departments participated in a campaign to "stop sexual harassment of beer-promotion girls" on Apsara television station. The purpose of the campaign was to educate people to reduce sexual harassment of beer-promotion girls and respect the dignity of women. The campaign presented a play which was performed by TV comedians. Around 4,000 to 5,000 people watched the play. A number of participants from the audience were invited to answer questions. The winners received a small prize (e.g. T-shirt).

The CWCC takes part in quite a number of International and Domestic Conferences. Its participation in a press conference conducted to advocate for the adoption of the draft Domestic Violence Law by the National Assembly proved to be exceptionally successful. During the news conference, two victims of domestic violence who joined the group of women were prepared to stand and carry banners advocating for the adoption of the domestic violence draft law. The intent was to catch the attention of the members of parliament in front of the National Assembly. But the Ministry of Interior refused to provide them a permit to conduct such a demonstration on the grounds that it would harm national security.

CWCC is one of the leading NGOs advocating for the passing of the domestic violence law. Its director has been selected as the NGOs' representative in the Inter-Ministry Drafting Committee of the government. Most of the concerns of the NGOs were successfully included in the first draft. However, the National Assembly, before finishing its term, adopted only up to article six of the law. They changed and deleted many of the original concepts, such as battering, which is acceptable to them as "a means for education". The last seven months have been rather disappointing for CWCC with regards to its advocacy efforts for the domestic violence draft law. The same is true for the many efforts from the NGOs, other stakeholders and parliamentarians.

CWCC has advocated for the prevention of violence against women in Cambodia and has employed different approaches in rescuing the victims, i.e. through the Women's Media Centre broadcast, television and radio. A member of the management committee has also been invited to a nationally-broadcasted talk show about women's issues.

With support from DanChurchAid (DCA), CWCC has been able to produce two short video spots. One is a three-minute video on "Selecting a Non-violent Partner/Husband." The purpose of this spot was to raise public awareness and to educate the youth to be non-violent, and to select only non-violent partners. The second is a three-minute video on "Beer Girls' Dignity: Free from Sexual Harassment." This spot was designed to raise awareness in order to reduce and stop the sexual harassment of beer girls by customers. These spots were broadcasted daily on five different television stations (Bayon TV, CTN TV, TV5, TV9, and TVK which has national coverage) for three months, between December 2003 and February 2004. They also were broadcasted on two different radio stations.

Additional TV spots have been produced such as showing tricks of traffickers to lure girls and women from rural areas to come to the cities for prostitution, to engage in begging in Thailand, or into forced labour.

CWCC produced a cultural show about domestic violence and trafficking for the Women's Day Celebration this year, 2004. The event showcased a pantomime, an exhibition (of?), and a musical performance. Thousands of people were able to watch the cultural show in the national theatre.

There were many other events, but they are not reported in this study.

## **E. Identification of Good Practices**

### **1. Respect for the decision of the client**

CWCC highly respects the right of a client to reach her own decision, after having analysed the problem and the life situation together with her. The staff presents the different possibilities and alternatives to the client, and give her enough time to consider and reconsider her decision. Each client has three opportunities to go to CWCC, in case she wants to change her first decision. This means that she can return to CWCC in case her family situation does not change. The client is not pressured towards making a certain decision, even though the staff may consider a different option to be more appropriate.

### **2. Mediation and agreement between husband and wife**

In cases when the client wants to be reunited with her family, a mediation process, with a written agreement between the two parties involved, is carefully designed. To make it official, the document carries the signatures of both parties and the lawyer. This contract has proven to be very effective.

All the interviewed women who have been reintegrated into their families mentioned the contract, where the husband agrees to a change of behaviour, especially to non-violence. In most cases, husbands seem to respect this agreement. Even if they cannot abstain completely from their drinking habits, they at least have managed to drink less.

These contracts of agreement are kept in CWCC, in the respective police stations or with the village authorities, and are frequently posted on the wall of the clients' home. Whether the agreement contract is successfully realized because of fear for the law, or by a real change in awareness on the husband's part, is not of prime importance, as long as the result is positive.

### **3. Multilateral cooperation in monitoring the reintegration of the client**

CWCC is admittedly limited in following up and monitoring the reintegration process and needs more staff to implement this. Hence, the agreement with the Ministry of Social Affairs, supported by UNICEF, to take over the follow-up and monitoring of cases is a very sustainable solution. UNICEF's financial and technical support assures the effectiveness of this monitoring work, though this could not be ascertained in this case study. Nevertheless, the staff members of CWCC confirm its effectiveness.

#### 4. Legal assistance and moral pressure

The legal assistance to women, which aims to free them from violence, exploitation and sexual harassment, is the main mandate of the organization. The program has proven to be very effective; this should be credited to the efficient collection of data and the precision in the handling of cases, which has thus earned the respect of the court judges.

Throughout the years, CWCC has increasingly gained the cooperation of the judges, while improving their perceptions of gender based violence. It is a fact that not all the judges are gender sensitive. Some of them even receive bribes from offenders, which often poses a major block to winning cases. Nevertheless, it can be stated that because respect for CWCC is extremely high, this results in, given sufficient evidence, the successful conclusion of most cases. The knowledge that information about the pending case is given to newspapers also pressures the court to perform well.

Ultimately, the positive results generated by the legal assistance program can be credited to the integrity of the entire CWCC institution.

#### 5. Community-based network for monitoring and prevention

The training of volunteers ensures the continuity of CWCC's presence in the villages. Police officers, village authorities and other respected villagers count among CWCC's volunteers. Their tasks are: the education, training and awareness-raising of villagers and police officers on the issues of domestic violence, rape and trafficking; to provide assistance, accompany reintegrated clients and help prevent cases of violence (against women) as best as they can. They are the eyes--the watch dog-- of CWCC in the village and community.

In the coming years, it can be expected that the amount of volunteers working for CWCC would remarkably increase, as they are conducting the training themselves. In the long run, the recruit of new volunteers from trainings could result in the decline, if not eradication, of violence, rape and trafficking in these villages. This would certainly be an outstanding impact.

#### 6. Police officers awareness-raising

An especially good practise is the training of police officers, they who have themselves often been violent towards the clients, are open to bribery, and have had no understanding of women rights. The content of their training issues is tailor-made for their limited standard of education and their stereotypical and cultural male behaviour.

The training undertaken by police officers with their colleagues has especially made an impact and promotes good examples.

On the village level, the training and explanation of the law and punishment of criminal acts undertaken by police officers themselves, influence the behaviour of villagers, above all the men. Male participation in these trainings is growing.

Education regarding the law and the application of punishment instil fear, preventing villagers from committing abuses, and which result in a change of behaviour. Such change is obviously not brought about by consciousness building, yet women have benefited from this.

Due to their knowledge about the work of CWCC, several policemen refer women seeking help to the CWCC. There are only two other institutions in the country providing legal assistance for domestic violence.

## 7. Cooperation with the Ministry of Interior

In a joint project with the University of Fine Arts and UNESCO, CWCC produced a drama presentation on trafficking, entitled “Wounded Life”. The Ministry of Women and Veterans’ Affairs, with the support of IOM, invited the theatre team to present the drama in six provinces. Each show was watched by an audience of about 3000 to 4000 villagers and law enforcement officers. The stage presentation proved to be a successful way of raising the police officers’ consciousness against the trafficking of minors and sexual exploitation.

The Ministry of Interior has established a pilot project in Kandal province, to train all the police officers in all the districts of the province, about women’s rights. This has the cooperation of the Ministry of Justice. The Ministry of Interior even wants the CWCC to extend more trainings, but CWCC cannot respond to this request due to shortage of funds. The good relation with the Ministry of Interior is an achievement of the institution.

## 8. Employment of female police officers

CWCC’s cooperation and good relation with the police finally made the latter consider the hiring of female police officers, as women clients prefer to talk to women than men. Female police officers have since been hired and trained by the Ministry of Interior, CWCC staff and other NGOs.

## 9. Institution building

From the very beginning, it has been clear to CWCC that its main mandate is to work against gender based violence and the provision of the necessary legal assistance and the strict implementation of these. They focus and streamline the programmes towards this main mandate. This might be considered as a limitation, but should rather be seen as a great strength.

New programs were developed only when required by their services to women. Many organisations would take up more and more issues as they surface, but enter fields they have no expertise on. CWCC is very much aware of, and accepts its limitations. But they stick to the main goals and mandate of the organization, while putting to good use all the knowledge gathered over the years, and further developing the institution along these lines.

With this attitude in mind, the corresponding programme lines of reintegration, community organising, and training, as well as the establishment of the two branches in Siem Reap and Banteay Meanchey, have been thus realized.

#### 10. Mandate and structure

In all the three CWCC branches, services are being implemented through a similar structure and along similar programme lines. The strictness of this similar handling is surprising, as very often, instances of more independence amongst the institution's regional branches can be observed. The danger of quarrel, separation, and splitting and the consequent weakening of the whole organisation, could therefore be avoided. Addressing this situation will greatly strengthen the implementation of CWCC's policies, people's perception of CWCC, and the institution's overall impact on Cambodian society.

#### 11. Motivation and commitment of staff

The successful establishment of the CWCC as an institution is closely linked with the development of teamwork among its highly motivated staff. This entails capacity training, the upgrading of professionalism and efficiency, language skills development, and all other improvements necessary to run the institution efficiently. They are hard working, respectful and sensitive towards the clients. Notable is the development of greater gender sensitivity on the part of some male staff members, upon having been confronted with violence, abuse and exploitation of women every day.

The balance of a high degree of both professionalism and commitment is indeed a formula for an organization to succeed. The increasing administrative demands of foreign donors, however, often result in the NGO employing new more technically –oriented staff who lack on the other hand the commitment. CWCC has opted to upgrade the skills and competence level of staff whose commitment to the work has been proven through many years of dedicated service.

#### 12. Good management and leadership

The founder and executive director of CWCC, Ms. Oung Chanthol, is a highly respected woman. Her professionalism and commitment in enforcing women's rights, as well as the maintenance of the organization's standard, are the main factors ensuring the successful development of the organisation. She is not only an example for the staff, but also for other NGOs. Her management style is democratic and transparent, and judiciously follows the necessary steps in implementing decisions. Her high moral standard is undisputed.

During the building process of the institution, a strong and steadfast leadership, combined with firm control, was an absolute necessity, especially in a post-war setting fraught with corruption.

### 13. Campaign on Burning Issues

This year (2004), CWCC launched a successful campaign with 300 Panhasastra University students, to discuss the sexual abuse of women and gang rape. The campaign, which was covered by media (e.g. television), should be continued. There is a widespread trend amongst male teenagers to invite a group of their friends to rape their girlfriends or a sex worker.

The campaign in Banteay Meanchey or “the sixteen days of activism addressing violence against women” in order to raise awareness and bring gender based violence issues to a broader public debate is another good campaign example.

## **F. Weaknesses and recommendations**

### 1. Counselling and recovery

The counselling methods of CWCC have been consistently improved through the capacity training given by the Transcultural Psychosocial Organization (TPO), Social Services of Cambodia (SSC), and Green Gate Centre in the last years. But the staff members do not have a formal education in social work nor in psychological therapy. They do not have the capability for recognizing clients with a Post Traumatic Stress Syndrome (PTSD) trauma syndrome. This weakness is not specific to CWCC, but a widespread phenomenon even amongst the special mental health sector.

According to Dr. Chhit Sophal from the mental health department of the International Organization for Migration (IOM), there are only 2% of trauma cases amongst the clients who came to consult mental health clinics, but 40% of these clients have been diagnosed as having a condition of depression. Most medical specialists are ill-equipped in diagnosing a PTSD trauma, which needs special psychological therapy.

It would then be worthwhile to consider looking into this special field. Some clients might not be able to overcome their violent experience just with counselling, especially young girls who might suffer later in their lives, with problems which they cannot define. For a start, some special training in the recognition of a PTSD trauma might be recommended, so that the staff can at least refer such cases to a specialist.

Because the daily necessity to survive is so basic, the fact is that there is no time for the victims of violence to consider one’s self as having any psychological problem. This must be taken into consideration. But it is still important that the staff’s skills in strengthening the victims’ self-esteem and their capacity to cope with life be improved. For this, there exists a wide range of possible modalities, even without many resources, such as: breathing exercises, meditation, muscle relaxation and ways of building resilience and inner strength.

It could also be worthwhile to scale up the education of all the staff members, from the monitoring programme, to the reintegration programme, to the care takers in the shelters. This requires new knowledge on human psychology, and especially on child development.

The focus for all these recovery methods should be young women and girls. Legal assistance is necessary, but a successful integration into their social environment, with the possibility of a “happier” life, requires more.

## 2. Different kinds of reintegration

The reintegration of clients is very frequently quite problematic, whether it is into a new working place, in order to be self-sufficient, or into the family structure. The clients are reintegrated into the same poverty that they came from, although now, it is free from domestic violence. Having helped to free them from domestic violence is obviously a very good achievement, but the feeling that this is not enough remains.

Although CWCC should not take up a new programme line with credits or grants to build income generating projects for the women, more thinking has to be done to help some “hopeless” cases, in consideration of the future of children involved.

There are several alternatives that can be thought of:

One could think of networking more with NGOs providing income generating projects.

One could consider the establishment of small groups of women to work together more successfully than being alone in their homes, e.g. as a small cooperative. These small projects are not about profit-making, but about helping women to somehow survive better. It is very important to make this aim clear, considering the women’s low level of education and poor skills.

One could think of initiating a new NGO, separate from CWCC, but working in alliance, that really builds a profit income generating project line. Based on experience, social service institutions that also focus on generating profit usually do not produce good results.

As already stated, the mandate of the organisation is not to eradicate the poverty of the clients; this is a major problem that CWCC cannot solve. But to some extent, the future of women in very precarious situations should be considered and thought over more carefully. Finding better solutions and building a self-sufficient life insure a better future and education for the children.

## 3. Visualization of training materials

Training handbooks have been developed to suit the different groups, especially on the village level, i.e. the village authorities, police officers and volunteers. Often, however, the villagers cannot read the handbooks given to them. The material presented is mostly in written form, which, for low literacy people, is of no use and also not very pedagogical.

The material should be prepared beforehand, for all types of trainings, in posters wrapped in plastic with many illustrations, so one can just hang them up and use them frequently. Video clips could also be prepared for the training sessions.

#### 4. Broaden the knowledge of volunteers

The content that is imparted during the trainings is extremely reduced to the problems of domestic violence, rape and trafficking, their causes and how they can be prevented, including the legal consequence. These issues should be taken in a broader context, especially for the second level of training for volunteers. Education on sexuality and child development should be included, as well as topics dealing with women and child rights in a more extensive way.

#### 5. Vocational skills training for clients

The vocational skills training of the clients in the shelter consists mainly of sewing and dress making, as well as weaving and cooking, which are typically feminine work. Because of this, some clients are able to find jobs after leaving the shelter, either in a garment factory, or in a small working place, or set up a small business at home.

The skills training is also considered therapeutic, to keep the women occupied during the day.

Other business skills trainings should be considered, where women could learn more in order to provide for a better survival. One should also explore alternative skills training, and not be limited to typically women's tasks.

The computer training for young girls has unfortunately been stopped due to lack of funds, and because the programme was separated from CWCC. It seems that this was a very good training component for finding a job, for those who want to make a living in town.

#### 6. Prevention

The topic of sexuality education, domestic violence, rape and trafficking should be taken up in school education curricula to raise awareness of the gender based violence and thus strengthen prevention. This could be achieved through lobbying with the Ministry of Women and Veterans, where good relations are already established, to influence the Ministry of Education towards including these subjects into their school curriculum.

On the community level, this might be achieved directly, since CWCC has direct work relations with, for example, the girls' education project in Poipet.

#### 7. Gender sensitivity for men

More training and education on gender issues for young men, and even getting their support for the empowerment of women should be considered. Women NGOs in Cambodia and in other countries have started working vigorously on this issue, facilitating young men's groups to reflect on their role and behaviour.

## 8. The girls' training programme

The special programme in Banteay Meanchey for the education and skills training of girls is a spin-off project. Though the project is considered very important, strictly speaking, it does not fall within the mandate of the organisation. The aim of this project is to prevent the cross-border trafficking of girls to Thailand. Whether the project really results in a reduction in trafficking cannot be shown yet, as the project has just started. But it might be doubtful if a better education, by itself, produces these wanted results.

## 9. Internal functioning

The executive director should delegate more responsibilities to the second line management. This could include some monitoring and controlling of the activities of the whole institution. Monitoring the two branches twice a year should be sufficient.

In the coming year, the two branches in Poipet and Siem Riep are supposed to be more independent. A new director will be in charge of the entire programme of each branch, and shall be responsible to the executive director, Ms. Oung Chanthol. This measure will obviously help to decentralise the existing structure, without losing control.

## 10. Caring of the caregivers

CWCC staff are often placed in situations of crisis. Recognizing this, it is legitimate to ask the question on how the staff members protect themselves from being burned out. Each month, CWCC's monitoring staff go to a recreational area on the outskirts of Phnom Penh to "let off steam." The staff do this on their own as an informal debriefing and empathy session. In addition, CWCC organizes and supports two yearly retreats aimed to relieve the stress of the staff. During these retreats, staff are invited to share their concerns as sources of anxiety. These activities are useful, but they are not sufficient. There should be more professional training on counselling, so they do not cry with the clients and take their problems too much at heart. There should be an effective component in the CWCC programs for the caring of the caregivers

## **G. Looking into the future**

In its seven years of existence, the CWCC has undoubtedly sowed an important seed in the building of a civil society in post war Cambodia. It is a small and delicate seed, which hopefully will grow over the years. Seven years of germination is not yet enough to mark real changes in the minds of people.

But the fact that more and more women have come to ask for CWCC's help, encouraged by the knowledge that they can turn to someone who defends their rights, is in itself a success. The knowledge that women's rights, and generally, human rights do exist, even for the poor, is starting to grow in the minds of people. The work of organisations like CWCC will give more and more impact on Cambodian society, especially on a young generation taking over the construction of its future.

CWCC has been asked to build up more branches in other provinces, to give their kind of support against the culture of violence. Certainly, the setting up of the two branches in

Poipet and Siem Reap was a good step and remains so. These two regions have specific urgent problems, i.e. the cross-border trafficking in Poipet and the tourist sex business in Siem Reap.

Poipet is a real disaster of a town, an unsanitary place of chaotic human dwellings. But somehow people seem to survive in Poipet. It is very difficult for an outsider to imagine how this is possible. The casinos that have been built with Thai money, for mostly Thai gamblers, make this whole panorama even more bizarre. The names of these luxury palaces for gambling are ironical, if one looks at the poor surroundings. Thus the existence of a CWCC branch in this part of Cambodia has certainly been a very significant step.

Surely, there are other needy and poor areas, where CWCC's service would be extremely valuable. Still, the stability and consolidation of the existing programme should be a priority for the organisation. The improvement of the quality of all its services should be pursued as a main goal.

Besides, the organisation has to plan its strategy for the following years, and to what direction it would like to go. Three major areas that could be further developed are perceived thus:

- ◆ Improvement of psychological and psychosocial assistance, including recognition of cases with PTSD.
- ◆ Improvement of prevention methods by strengthening training and education, within the context of broader issues of child development and sexuality education, on all levels, i.e. staff, volunteers, and students. This includes gender-sensitivity for men.
- ◆ Improvement of income generating projects, to guarantee a minimum self-sufficiency, or even to develop a profitable enterprise.

A strategic planning workshop for the next years to come will have to clarify the priorities for CWCC.

## H. Annexes

### CWCC Staff Complement

#### **CWCC's EMPLOYEES**

CWCC has 70 full-time staff members (male:28, female:42 ).

- Phnom Penh = 28 staff (male:11; female:17)
- Banteay Meanchey (VAW) = 18 staff (male:6; female:12)
- Banteay Meanchey (GAE) = 12 staff (male:7; female: 5)
- Siem Reap = 12 staff (male:4; female:8)

Hiring, contracts and discharge of staff are managed by the CWCC headquarters in Phnom Penh. They are as follows:

#### **Phnom Penh office**

##### **A. Administrative Staff**

1.Ms. Oung Chanthol	Executive Director (staff since 1997)
2.Mr. Suos Ramo	Chief of Administration
3.Mr. Sean Sokphay	Assistant to Executive Director
4.Mr. Lach Thea	Administrative Staff
5.Ms. Chourp Vanntha	Receptionist
6.Ms. Prak San Oeun	Cleaner
7.Mr. Uy Bun Song	Door Keeper
8.Mr. Hy Hoeung	Weekend Guard
9.Mr. Sun Sambath	Financial Officer
10.Ms. Hour Somaly	Accountant

##### **B. Monitoring Staff**

1.Ms. Nop Sarin Sreyroth	Monitoring Coordinator (staff since 1997)
2.Mr. Chuon Mala	Monitoring Staff
3.Ms. Pal Vannary	Monitoring Staff
4.Ms. Kang Sophy	Monitoring Staff

##### **C. Legal Staff**

1.Mr. Ith Phum	Lawyer
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##### **D. Staff of the Confidential shelter**

1.Mrs. Sin Lypao	Shelter Coordinator (staff since 1997)
2.Mrs. Lev Bunna	Assistant to Shelter Coordinator
3.Mrs. Som Kim Choeun	Care Taker
4.Mrs. Tith Malay	Care Taker
5.Ms. Dy Monthly	Day care Teacher
6.Ms. Chan Thyreth	Sewing Trainer
7.Mr. Tin Hay	Guard/ Driver
8.Ms. Cheav Sengly	Sewing Trainer
9.Ms. Som Chanthorn	Sewing Trainer

##### **E. Reintegration staff**

1.Mr. Soun Solinh	Reintegration Coordinator
2.Ms. An Sokun	Assistant to Reintegration Coordinator

##### **F. Community Organizing Staff**

1.Ms. Kheav Thoun	Community Coordinator
2.Mr. Long Puthicheat	Assistant to Community Coordinator

## Banteay Meanchey Office – (VAW)

### A- Administrative Staff

- |                       |                                     |
|-----------------------|-------------------------------------|
| 1. Ms. MOUNG MEAREDEY | Provincial Project Coordinator      |
| 2. Mr. MA SAMEATH     | Assistant to PP Coordinator/Monitor |
| 3. Mr. PHANN SOPHON   | Admin/Finance                       |
| 4. Ms. SENG SUONG     | Cleaner                             |

### B- Monitoring Staff

- |                    |                  |
|--------------------|------------------|
| 1. Mr. SENG SOEUR  | Lawyer           |
| 2. Mr. PIN PHIROM  | Monitoring Staff |
| 3. Mrs. SEAN PHAVY | Monitoring Staff |

### C- Staff of the Confidential Shelter

- |                      |                            |
|----------------------|----------------------------|
| 1. Mrs. CHHOEM MARA  | Counselor Supervisor       |
| 2. Ms. OU SOPHIN     | Care Taker (11/5/04)       |
| 3. Ms. KUCH SOKHA    | Care Taker (11/5/04)       |
| 4. Ms. LAY SARATH    | Weaving Trainer            |
| 5. Ms. DY LAY        | Sewing Trainer             |
| 6. Ms. SOY DINA      | Literacy Teacher (07/5/04) |
| 7. Mr. BAN VUTHA     | Guard / Driver             |
| 8. Ms. SAMRITH YOEUN | Door Keeper (11/5/04)      |

### D- Reintegration Staff

- |                     |                          |
|---------------------|--------------------------|
| 1. Ms. UN BUN DOEUN | Reintegration Supervisor |
|---------------------|--------------------------|

### E- Community Education Staff

- |                     |                      |
|---------------------|----------------------|
| 1. Mr. PHANN POCH   | Community Supervisor |
| 2. Ms. PONH SONNARY | Community Staff      |

## Banteay Meanchey Office – (GAE)

### A- Administrative Staff

- |                      |                     |
|----------------------|---------------------|
| 1. Mr. PHUM THOL     | Project Coordinator |
| 2. Mr. TEP CHANTHA   | Field Coordinator   |
| 3. Mr. SUONG SOPHEAP | Finance Officer     |
| 4. Mr. ROTH BUN KONG | Driver/Messenger    |

### B- Training Staff

- |                       |                          |
|-----------------------|--------------------------|
| 1. Ms. PHENG SOK CHHE | Training Project Officer |
| 2. Mr. SAY PISITH     | Training Project Staff   |
| 3. Ms. IM NAVY        | Sewing Trainer           |

### C- Advocacy Staff

- |                      |                          |
|----------------------|--------------------------|
| 1. Ms. THORNG SARIKA | Advocacy Project Officer |
| 2. Mr. CHAN SOPHAL   | Advocacy Project Staff   |

### F- Scholarship Staff

- |                   |                             |
|-------------------|-----------------------------|
| 1. Ms. NOV SONITA | Scholarship Project Officer |
| 2. Mr. VEN LONN   | Scholarship Project Staff   |

### G- Information Staff

- |                   |                     |
|-------------------|---------------------|
| 1. Ms. SARY NITHA | Information Officer |
|-------------------|---------------------|

## Siem Reap Office

### **Administrative Staff**

1. Ms. Keth Noeun Provincial Project Coordinator
2. Ms. Chum Soputhy Admin/Finance

### **Monitoring Staff**

1. Mr. Chap Muon Monitoring Supervisor
2. Mr. Pol Sun Lawyer
3. Ms. Koy Kethya Monitoring Staff

### **Shelter Staff**

1. Ms. Ly Channy Shelter Assistant
2. Ms. Loeuy Khema Shelter Assistant
3. Ms. Maul Sela Sewing Trainer
4. Ms. Keav Nareth Weaving Trainer
5. Mr. Thorng Bun Thim Guard/Driver

### **Reintegration Staff**

1. Ms. Tan Senara Reintegration Supervisor

### **Community Organizing Staff**

1. Mr. Chea Choeun Community Organizing Supervisor