



# Cambodian Women's Crisis Center

## Annual Report 2014



CWCC

*“Helping Women to help themselves”*

## INTRODUCTION

National machinery and mechanisms are in place to promote gender equality in Cambodia; however we cannot say gender equality is a reality. The majority of women who live in rural areas still lack access to basic necessities of life, with all girls and women facing unequal access to healthcare, education, employment and political participation. Violence is a lived reality for a large percentage of the population, especially women, and post-conflict issues such as instability in the family, diminished human capital, and poverty impact on women's enjoyment of their human rights.

Cambodia, emerging from years of intense violence and suffering, is still one of the poorest countries in Southeast Asia, despite huge increases in development and the economy. Implementation of recently updated laws and international protocols is irregular, due in part to a lack of training and education about the law at various levels. The work of CWCC in education about the law is important. It is still unclear how the planned NGO law will affect the work of CWCC.

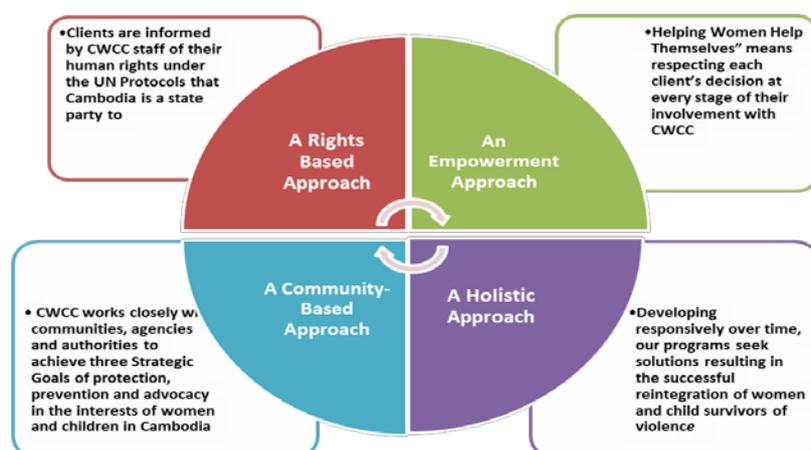
Poverty is a crosscutting issue in our work. Lack of access to education and resources impacts women and girls the most, and these effects have only been exacerbated by the global financial crisis, with an accompanying loss in a huge amount of factory jobs. In addition, the implementation of new taxation laws is expected to bring increased poverty, which leads to increases in such high risk choices as migration for work. The completion of the Mekong Sub Region Economic corridors will bring increased trade opportunities for Cambodia, but the elimination of borders is expected to increase human trafficking, which is still one of the most serious issues facing Cambodia.

CWCC works closely with its supportive donors, and is grateful for their support, and is mindful of shifts and trends in donor funding.

CWCC focuses its intervention and services on alleviating violence and empowering survivors, particularly related to the areas of domestic violence, rape, sexual abuses and exploitation, trafficking in women and children, and equal access to girl's education.

## OUR APPROACHES

CWCC continues to use the following four strategic approaches in its work:



## OUR STRATEGIES

### Our Vision

- is women and girls living in peace, security and dignity and enjoying their universal human rights

### Our Mission

- is to empower women and girls to claim their universal human rights to personal security and to equal participation in community, civil, economic, social and cultural life

### Our Overall Goal

- is to contribute to the empowerment of vulnerable women and girls through protection, prevention and advocacy in order to promote a peaceful, gender-equitable and compassionate society

### Our Core Values

- **Dignity:** All persons regardless of their social status, gender, disability or other differences – are living with dignity
- **Justice:** All human beings should enjoy equal access to policies and practices that seek equitable distribution of power, resources and opportunities
- **Accountability:** Resources and responsibilities for decision making should be used in ways that are transparent and answerable to donors, constituents and communities

### Strategic Objective 1: Prevention Program

- Community Mobilizing to End Violence Against Women and Children
- Safe Migration And Reduce Trafficking
- Anger Management for Men
- Promoting Girls' Access to Education

### Strategic Objective 2: Protection Program

- Promoting Community Network to Protect Women and Children From All Forms of Violence
- Legal Services: Investigation; Legal Counseling & Representation
- Safe Shelter
- Literacy, Vocational and Life Skills Training
- Reintegration and Repatriation

### Strategic Objective 3: Advocacy Program

- Communications & Publications
- Government Cooperation
- Information Management

### Strategic Objective 4: Organizational Development

- Program Management
- Financial and Administrative Management
- Strengthening Management Systems
- Human Resource Development

## RESULTS OF PROGRAM INTERVENTION

### 1. PREVENTION PROGRAM

*The objective of this program is to prevent violence against women through engaging the community, local authorities and law enforcement in establishing a safe, involved and supportive community.*

#### 1.1 Community Organizing (CO) Project

As part of the Community Organizing Project, CWCC has established District Based Multi-Sectoral Networks (DBMSNs) in the four target areas of Phnom Penh, Banteay Meanchey, Siem Reap and Kampong Thom since 2012. The networks consist of local authorities, police, health personnel, teachers, Commune Committees for Women and Children (CCWC), officials from relevant district offices and community resource persons. 23 DBMSNs are currently in place: 9 in Phnom Penh, 5 in Banteay Meanchey, 6 in Siem Reap and 3 in Kampong Thom. CWCC currently has 6 Community Based Child Protection Mechanisms (CBCPMs) in Phnom Penh and 3 Community Resource Person Groups (CRPGs) in Banteay Meanchey. These community networks work closely with DBMSNs to prevent all forms of violence against women and to protect survivors of violence against women.

Target areas	Number of DBMSNs	Number of Members
PNP	9	60 (35 F)
BMC	5	120 (64F)
SRP	6	120 (64F)
KPT	3	60 (42F)
<b>Total</b>	<b>23</b>	<b>360 (205)</b>
Target areas	Number of CBCPMs and CRPGs	Number of Members
PNP	6	48 (26 F)
BMC	3	90 (35F)
<b>Total</b>	<b>9</b>	<b>138 (61F)</b>

To make sure the networks are active and functioning, the CO Project has organized monthly meetings with members to share information on the issues of violence against women, share the networks' achievements, challenges, lessons learned, and action points.

In order to build capacity of network members, the CO project has conducted trainings for members of DBMSNs and community networks on the following topics: violence against women; gender equality, and related laws; investigation skills; conflict resolution; clinical management for rape survivors; basic counseling; and awareness raising skills.



*Capacity building provided to CO network in Phnom Penh and in Banteay Meanchey*

Based on the trainings conducted, capacity of duty bearers has been built related to the knowledge of laws, policies, and skills of intervention, investigation, out-side court mediation, clinical management of rape, basic counseling, conflict resolution, networking, and referral of survivors. Based on their intervention in GBV cases and in prevention of GBV, the project has observed that duty bearers have a greater understanding of their roles and responsibilities in terms of responding to the needs of their communities. They were able to share what they learnt with their communities, and this may contribute to the prevention of discrimination and violence against women.

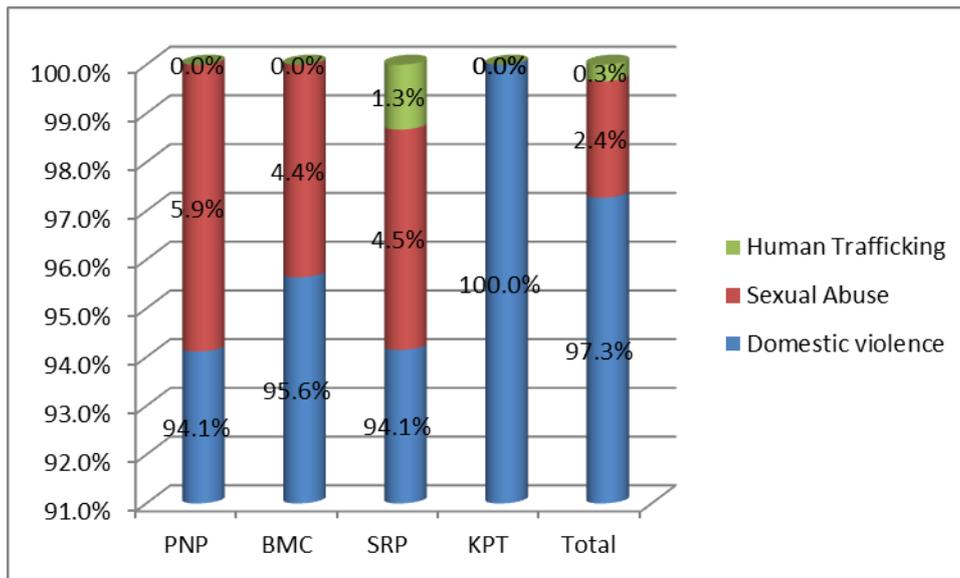
In this reporting period CO team in Phnom Penh organized 14 awareness raising sessions on gender, women’s human rights, and prevention of violence against women and how to report violence cases which attracted 1,012 (538 females) participants. In BMC networks organized 131 awareness raising sessions for 3,477 villagers (2,300 female). In Siem Reap, CO team has conducted 234 sessions reached to 10,720 villagers (5,286 female) while in Kampong Thom, 40 awareness sessions conducted with 2,966 (1,534 females) participants. Moreover, the CO Team has conducted awareness raising on gender norms, gender equality, violence against women and 6 core principles of good men, 109 occasions with the Youth Network, which attracted a total of 3,701 participants (1,981 females).

Regarding intervention cases to assist survivors of violence against women, CO network members in Phnom Penh have dealt with 51 cases: 48 cases related to domestic violence and 3 cases related to sexual abuse. Among the total 51 cases, 30 cases were mediated by CO network members with collaboration from local authorities, 12 serious cases were sent to the police and 9 cases were referred to CWCC. During the

*“Everyone knows about CWCC’s services because CWCC is presented at all levels, from the village to the provincial.” Ms. Moul Lorn, Network Member and Deputy Governor of Stroung District.*

*“If comparing to when the project in Kampong Thom province just started, nowadays, women are confident to report the case of domestic violence or rape to CWCC project team and seeking for legal services without informing to network members, and some time they play as a network to report the case to network members directly” Ms. Chom Kesor Sophea, Network Member and Chief of Women’s Affairs office of Steung Sen city.*

same period, CO network members in Banteay Meanchey have dealt with 344 cases: 329 cases related to domestic violence, and 15 cases related to sexual abuse. Of the total 344 cases, 334 were mediated by CO network members, and 10 were referred to CWCC for services. CO network members in Siem Reap have dealt with 376 cases (354 of domestic violence, 17 sexual abuse cases and 5 human trafficking cases). Among the total cases, 353 cases were mediated by CO network members, 12 cases were sent to police and 11 cases were sent to CWCC. In Kampong Thom, network members have dealt with 696 of domestic violence. Among the total 696 cases, 640 cases were mediated by CO network members with collaboration from local authorities, 16 cases were sent to the police and 40 cases were referred to CWCC.



Majority of cases that network members has dealt are mainly domestic violence which accounted for 97.3% of total cases, 2.4% are sexual abuse cases and 0.3% are human trafficking cases. Notably, in KampongThom, all of cases that network members has dealt with are domestic violence cases, so this can be concluded that the incident cases of domestic violence are high compare to other region.

## 1.2 Anger Management for Men (AMM) Project

During this reporting period, 3 trainings for abusive men and men at high risk of committing violence were conducted for 83 participants in Phnom Penh and Siem Reap. The first training was about domestic violence law and other related laws and the topics of the training included domestic violence law, marriage law, some articles of new criminal law, gender concept, and human rights. Then, 3 trainings on anger management for men were conducted for the same participants which focused on stress



*Group discussion of participants during the training*

release, controlling anger through Buddhist teaching (meditation) and psychological counseling skill.

Some of those trained men volunteered to be peer educators of the project, they then meet quarterly to update the results of three months activities of peers, share experience, discuss on challenges and problem solving, set activity plan for the next three month and anger management methodology. In 2014, 58 abusive men become CWCC's peer educators (15 in Phnom Penh and 43 in Siem Reap) which make the number of currently up to 333 peer educators in total (155 in Phnom Penh and 178 in Siem Reap). The peer educators have provided counseling to 155 abusive men in their respective community and conducted follow up visit to men who received counseling for 136 times. Furthermore, peer educators have also worked closely with each other to provide group awareness raising for 12 occasions reached to 523 villagers. The one to one counseling and group awareness raising has contributed to build the understanding of villagers especially men on the impact of domestic violence and how to use peaceful solution to deal with violence in their family.

A peer educator in Preah Dak commune of Banteay Srei district said, *"After I joint the training, I know how to manage my anger and I applied it. The property in the house was not damaged as before. I feel living in happiness. I also shared my knowledge to the villagers"*.

In order to raise the awareness and spread up the information about AMM project as well as to advocate that anger management for men is important in reducing domestic violence, the AMM project in Phnom Penh and Siem Reap has conducted 15 radio call-in program with 55 callers who expressed their ideas and views on the issue and asked questions related domestic violence issues and how to control and release their anger. The purpose of this radio call-in show was to sensitize general public, especially men, about domestic violence issue and its law as well as anger management.



*Follow up visit to men who received one to one counseling*

The AMM officer always integrates AMM concept into other projects such as legal assistance to use during mediation of domestic violence case, community organizing through participation in community network monthly meetings and reintegration to use for counselling during the follow up visits to reintegrated clients.

### 1.3 Promoting Girls' Access to Education (GAE) Project



*Annual workshop with scholarship recipients in Banteay Meanchey*

From January to December 2014, a total of 917 girls received scholarship support from the GAE project: 150 in Phnom Penh, 147 in Banteay Meanchey and 620 in Siem Reap. During this reporting period, orientation workshops were conducted in each of these target areas with the participation from scholarship recipients, parents/guardians, DCGs and LEWGs. The purpose of organizing the orientation workshop was to strengthen relationships between parents of scholarship students, LEWGs and the GAE project officer. The project encourages this close collaboration to facilitate the collection of information by staff, and to ensure effective problem solving

when issues arise for scholarship recipients. The workshops focused on the importance of education for girls; challenges faced by girl students; problem solving; reviewing the terms and conditions for scholarship recipients and, parents/guardians; techniques for parents/guardians to encourage their children, and other related issues. During the workshops, the scholarship packages which included bikes, school uniform, writing book, shoes, pen and pencil, were distributed to the scholarship recipients. In addition, the annual meetings were organized which aimed to motivate the scholarship recipients to remain at school; share experience about challenges/constraints faced by the girls during the previous academic semester; and share suggestions and opportunities to encourage the girls to continue studying.

3 residential houses in Banteay Meanchey and 12 residential houses in Siem Reap were arranged for a total of 199 scholarship recipients who live more than 7 kilometers from schools: 46 in Banteay Meanchey and 153 in Siem Reap. Those girls not only receive accommodation, but also food to reduce the difficulty of traveling from home to school, and to ensure their regular attendance at school.



*Scholarship package providing to students in Siem Reap*

The scholarship recipients' families who are very poor also received rice support package from the project: 35 families in Phnom Penh, 36 in Banteay Meanchey, and 12 in Siem Reap.

During this period, the project officer and staff made home visits to the scholarship recipients in order to observe their general living situation and to meet with their parents/guardians. These visits are really important to link the scholarship project and girls' parents which is a way to increase connection and prevent dropout. In addition, doing home-based visits has been identified as a good practice of the project which is supporting and encouraging girls to reach their potential at school. Home visits were done 83 times in

Banteay Meanchey, 88 times in Phnom Penh and 242 times in Siem Reap.

In year 2014, the STREAM project has support 87 recipients and some of them have graduated and have achieved successfully over this period with 58 project beneficiaries employed in different sectors. The table below shows a breakdown of the students' employment:

No	Position	Company/Institution	Location	Monthly Salary (\$)
1	Primary Teacher	Roluos Primary School	BMC	\$80
2	Primary Teacher	Srah Chaeng Primary School	BMC	\$80
3	Primary Teacher	Svay Sor Primary School	BMC	\$80
4	Primary Teacher	Sarong Primary School	BMC	\$80
5	Primary Teacher	Krohom Primary School	BMC	\$80
6	Primary Teacher	Tapho Secondary school	BMC	\$90
7	Accountant	SI (Sok In Internet)	BMC	110\$
8	Service	Chin Han Food	BMC	\$70
9	Assistant	Teuk Dei Sovanna Phoum	BMC	\$140
10	Cashier	KCLay Investment	BMC	\$100
11	Teller (Trainee)	Canadia Bank	PNP	160\$
12	Teller	Amreth Bank	BMC	\$190
13	Assistant Accountant	CCSF	BMC	\$95
14	Accountant	Mallisa Group	BMC	\$200
15	Sale	Tharath Money Transfer and Exchange	BMC	\$150
16	Event Organizer	Ratanak Mongkol	PNP	200\$
17	Accountant	Mallisa Group	PNP	\$180
18	Assistant Accountant	Din Han Enterprise	PNP	\$200
19	Administrator	Ochrov district hall	BMC	130\$
20	Primary Teacher	Preah Theat Secondary School	SRP	\$90
21	Organization Staff	New Bridge Organization	SRP	\$100
22	Mid-wife	Psar Krom Poly-Clinic	SRP	\$100
23	Mid-wife	Komar Pich Clinic	SRP	\$170
24	Secondary Teacher	Bayon Secondary School	SRP	\$125
25	Primary Teacher	Pongro Leu Primary school	SRP	\$80
26	Primary Teacher	Preah Theat Primary school	SRP	\$80
27	Primary Teacher	Phnear Primary school	SRP	\$80
28	Women and Children right's Monitor	ADHOC Organization	BTB	\$250
29	Nurse	Ton Buntha Clinic	BTB	\$100
30	Volunteer	Meanchey University	BMC	Certificate

	(Librarian)			
31	Volunteer (Librarian)	Meanchey University	BMC	Certificate
32	Office Staff (Temporary)	Department of Tourism in BMC	BMC	\$75
33	Photo Editor	Banteay Meanchey Photograph Shop	BMC	55\$
34	Seller	Chhinglong phone shop	BMC	80\$
35	Cleaner	Hatta Kasekor Bank	BMC	\$92
36	English Teacher	International School Best	BMC	\$100
37	Teacher Assistant	Apple International School	BMC	\$120
38	Stock Controller	Khon Development	BMC	\$120
39	English Teacher	Sovannaphum School	BMC	\$100
40	officer clerk	Battambang Agro Industry	BTB	220\$
41	Receptionist	Coconut House	BTB	\$80
42	Receptionist	Bun Win Resident	SRP	\$100
43	Cashier	Happy Mart	SRP	100\$
44	Community organizing	CWCC	SRP	\$200
45	Cashier	Jasmine Angkor	SRP	\$100
46	Cashier	Jasmine Angkor	SRP	\$100
47	Cashier	Baneay Srey Mart	SRP	\$120
48	Teller	Easy Finance	SRP	\$150
49	Cashier	Malis angkor	SRP	\$80
50	Cashier	Joe To Go Restaurant	SRP	\$100
51	Cashier	Elephant restaurant	SRP	\$90
52	Network marketing consultant	Uni Power	SRP	200\$
53	Researcher	Royal University of Agriculture	PNP	\$40
54	Volunteer	ATCD PSF	PNP	\$60
55	Volunteer	CIPA	PNP	3\$/day
56	Math teacher	Student's home	PNP	45\$
57	Volunteer (System controller )	Asia Foundation	PNP	\$145
58	Volunteer	Tubercular Hospital	PNP	Certificate

### 1.3 Anti-Trafficking Project

With this reporting period, CWCC has implemented a project namely “Sex Trafficking Prevention Project” (STPP) aimed to raise awareness on Gender based Violence (GBV) and Sex Trafficking to the upper secondary students, parents, duty bearers and foreign tourists in target areas and to provide vulnerable women and girls and survivors of gender based violence living in target communities and the CWCC shelters at Phnom Penh and Siem Reap

with vocational training for employment or small business, leading to economic independence and reduced risk of sex trafficking.

For more effectiveness, the project team discussed and developed three types of IEC materials. Poster is to be distributed to trainees who are local authorities, students and parents, and targeted local people while necklace and wristband are to be handed out to tourists during free coffee campaign. These materials included messages encouraging audiences to prevent and report suspicious sex trafficking. As the result, 3,000 posters, 1,000 necklaces and 5,000 wristbands were produced to be disseminated trainings and free coffee campaigns.



**Post**



**Necklace**

**Wristban**

With collaboration of local authorities and school principals, 20 trainings on Gender-Based Violence (GBV), Sex Trafficking, Safe Migration and the Anti-human Trafficking Law were conducted separately for 528 participants (340 female) who are local authorities, students and parents. The following table summarizes general statistics of the training.

The duration and content of the trainings were adjusted to meet the distinguish level of knowledge of participants. Multiple training methodologies were also used to make sure that trainees gained as much knowledge as they can. Based on the pre and post-test, it indicates that the participants notably increased their understanding. Most participants highly appreciated the course provided and committed to share to their peers. After the training, the project team also conducted follow-up visit to participants, who students and parents, and found out that they shared their knowledge to their peers on individual and small group basis.

*Apparently, Mrs. Chuon Mary, a commune council member of Sangkat Svay Pak, intervened a suspicious fake marriage case. The case began with a mediator persuaded Mrs. Rin Savin, a local people in Sangkat Svay Pak, to get her daughter marry a Chinese man. The recruiter had also given her some money for the engagement arrangement. Mrs. Mary discussed with Mrs Savin about her concern that it can be a fake marriage as she has just learnt from the training. At last, Mrs Savin asked the recruiter to meet with the groom. She found that he was completely different from the photo that the recruiter showed her. She rejected the marriage and contacted the local authority for further action but the recruiter and the Chinese groom immediately escaped the scene.*

Alongside with raising awareness to local people and authority, the project also targeted Tuol Sleng museum in Phnom Penh and night market in Siem Reap to conduct free coffee campaigns. 32 volunteers were selected and trained on hospitalization. Fifteen Free Coffee Campaigns against Sex trafficking under the scheme of “Join Us to Stop Sex Trafficking” were conducted. The campaign targeted tourists to provide them with an understanding about the issue of sexual trafficking and to involve them in preventing it. The campaign has shown significant results attracting many foreigners who participated in signing a petition to show their commitment to combat sex trafficking. There were around of 4,234 participants in total. It was noted that during the campaigns the team also received a total of \$ 240 in donations from the audiences.



*Tourists enjoying coffee after signing petition*



*Trainees of bakery and coffee make*

The project also enabled vulnerable women and victim of sex trafficking to select the appropriate vocational skill they preferred including barista and bakery skill and hair-dressing skill. Following the screening process, 51 clients were facilitated to attend vocational skill training. They are sex trafficked victims (7), rape victims (4), sex worker (15), most vulnerable (19), victims of domestic violence (4) and poor students (2). Of the 51, 36 clients (Phnom Penh 17 and Siem Reap 19) are attending hair dressing skill while other 15 are in bakery and coffee-make course in the safe shelter.

On the other hand, the 36 clients who attended salon skill at the contracted shops were provided a box of equipment and materials which were purchased by the project. This box is essential for day to day practice. The training held by the expert of the shop and following the instruction, the trainees is required to practice on the rubber statue or apply to each other. The trainees also have more opportunity to practice with customers both in the beauty salon shop and outside, especially during wedding season. The salon owner (in Phnom Penh) confirmed that once the trainees completed their course, the trainees will be eligible to work there. She also said that the current trainer is also an ex-trainee. The clients attended hair dressing skill



*Client applying salon skill*

training in Siem Reap are guaranteed by the salon owner in finding for job.

#### 1.4 Skillful Parenting

A new project so called “Action for Child Transformation” has been implemented in Siem Reap which focused on the concept of skillful parenting: Being a Parents, Role and responsibilities, Time for me, Value, Positive discipline, Family communication, Peaceful families, Child protection and Family budgeting. Two CWCC staff has been trained by ICS and become a professional facilitator of skillful parenting to implement the project accordingly. The project team totally established 10 parent interest groups in a good collaboration with commune council and village chief in Puok district. The 10 groups were from 9 villages with a total of 219 parent members in a presence of 204 females. The group members are interested and volunteered parents. One parent interest group had 2 representatives of which 1 parent leader and 1 assistant. The selection representative is conducted through a fair election. Their role and responsibility is to be a group facilitator who is responsible to ensure the quality of parenting group, organize monthly meeting, provide advice, and listen to their challenges, and help solving problems if necessary.

The project team conducted training on “Skillful Parenting” to 10 parenting interest groups. The purpose of the training is to build the capacity of parent interest group to become a professional in skillful parenting who played an important role to raise the concepts of skillful parenting to other villagers in the community. Besides this, they are capable to support their team to explain further about the skillful parenting.

To ensure the quality of Parent Interest Group, coaching and mentoring is provided by project team to targeted parents with a total of 100 families in this annual reporting period. The project team has coached and mentored to those families who’s likely to face domestic violence, negligence to child education, migrating to Thailand, children drop out of school, and disobedient children (gangster and drug user) regarding to staff observation. With an effective coaching and mentoring, the project used face to face counseling method in order to change the behavior of abusive people as it will helps to protect from negative affect on the growth of children and family well-being. Moreover, the project team also motivated parent interest group members to spread the skillful parenting to other villagers living nearby, for example, Ms. Sam Sout, the members of parent interest group has played role as a peer educator to advise to two families in her village especially her neighboring as she did not want to see them face the same problem as her, so she advise those two families through the visit to their house and talking with them about skillful parenting and how it benefits to the family and children during her spare time.



*Ms. Sam Sout, a member of parent interest group is teaching her daughter at home.*

The project team facilitated Parent Interest Groups to conduct peer education on issues related to “Children’s Rights” for 18 times in 6 villages such as Lvea, Prey Veng, Chros, Prey Dong Hem, Kampem, and Thmey villages. The awareness was not only focused on Children Rights, but also Skillful Parenting to the participants. There were 203 (180F) participants attended. The purpose of conducted peer education is to provide knowledge on children’s right includes rights to live, rights to development, rights to participation, and rights to protection. By understanding these four rights, the project team strongly believed that parent interest group enables to fulfill their obligation without abusing child rights

On 29th May 2014, the project team conducted community awareness rising on “Father Rights Day” located at Prey Veng village, Somroang Year commune, Puok district, and Siem Reap province. There were 128 participants in attendance of 25 males. The purpose of the awareness raising is to educate parents in target areas to understand the rights of father, to raise the project activities to NGO partners and local authorities, and to tighten good relationship between parents and children through ice breaker games. The events has gone successfully because



*Children and mother participating in awareness raising campaign*

parents start building networks, parents and children felt happiness and the community people were excited about the Skillful parenting. In addition, on 15th June 2014, the project team conducted community awareness rising on “Role of Parenting and Child’s rights” at Lavea village. The events were presided by ICS manager, Deputy District Governor of Puok, and CWCC Regional manager. There were 178 participants in presence of 21 males including parents, teachers, students, provincial women affair officer, and other duty bearers. The purpose of the awareness raising is to educate community people about the role of parenting, the rights of children, and to raise CWCC’s services. During the awareness raising, the participants kept asking questions on how to become a good parent, how to raise their children, and how to manage anger. Lastly, the project observed that the parents gain more understanding on Skillful parenting.

***Happiness after participating in parent interest group***

Ms. Sam Sout is 28 years old. She is a member of the parent interest group. She lives in Prey Veng village, Somroangya commune, Pourk District, Siem Reap province. She got married in 2009. Her husband’s name is Hean Srun, 38 years old. Currently, they have 2 children, her oldest daughter is 5 years old and her youngest son is 1 year old. Since she got married, her family has run small business as selling baby duck egg in 2009 until now. Her business was always up and down because of the market price. Sometimes she could earn much income from this selling but sometimes she could not. For the first time of running this business, she faced difficulty that she could not sell all the baby duck egg. Someday, she adds more of her own money for continuing this business because she had to pay for the rent store. She could just earn money for paying the rent store and she never gets the income from this. She said: my business could happen because of my parents and my sibling who always support me like gave me the rice, dishes and pots, money; sometime, they help me to pay for the rent store. Beside this, she also expresses about her poor living and unprofitable business that it had argument in her family. Sam also said that “*whenever my husband got drunk, he provokes the argument,*

*shouts and blames me loudly. His action made me want to fight back to him.”*

*“Disobedient children is also one of the root cause of making my husband argue and angry with me. I mad at my children, throw them on the bed, and hit them to reduce my anger with my husband” Sam added.*

*“One day, project team of Cambodian women’s Crisis Center (CWCC) has come to my village. They have educated and promoted the concept of parent interest group. Since that time, I have participated as a member in parent interest group. After I aware the lesson from day to day from the project team, I told my husband about this lesson at home. I told my husband to aware this knowledge. Now my husband has changed some behavior such as stop provoking argument, being patient and my husband reduce drinking alcohol; he didn’t shout loudly like before. More than that, we educate our children and teach them more besides learning in the class. Beside teaching children at home, he helps doing household chores and taking care of the children. When the children did wrong, he doesn’t hit them like before, but he uses good word to advices them.” Sam said. Since now, they become more obedient, and the family livelihood also improved as the contribution of her husband in helping the business. The profit earned from baby duck egg selling increases daily; so in average they get at least 150\$ per month.*

*“In the future, I want my kids to become obedient children, having good health, wisdom, and getting access to high education. I wish my family to live in happiness and I would like to suggest the CWCC continue to educate my family and other villagers to get more awareness about domestic violence and being a good parent model” Sam added.*

In conclusion, since she has better living after joined the project; currently, she played role as a peer educator, and have been advised to two families in the village especially her neighbors as she did not want to see them facing the same problems as her. From her advisory, she believed that their neighbors will have better living condition.

## **1.5 Saving Group and Women’s Economic Empowerment Group**

CWCC has implemented the saving for change project in target areas of Phnom Penh, Banteay Meanchey, Siem Reap and Kampong Thom. Members of each saving group elect a Committee composed of Chairperson, Treasurer, Secretary and Key Holder. Currently there are 69 saving groups consisting of 1263 members (1003 female): 20 in Phnom Penh; 22 in Banteay Meanchey, 22 in Siem Reap and 5 in Kampong Thom. As at December 2014, the total capital of the groups was \$65,695.89.

To make sure the groups are functioning, the project team conducted regular follow up visits. During the visits, the team has observed members depositing capital, and provided ongoing mentoring about bookkeeping and records management. In addition, the team has also raised awareness about violence against women including domestic violence, rape, negative impacts of such violence, human trafficking and unsafe migration.

The saving groups have been a good model in terms of solidarity and building resilience in financial matters in the communities through regular saving, access to loans from their own saving group, as well as sharing social issues such as migration, human trafficking and domestic violence, and other relevant issues. Besides saving money, the members have come up with ideas about women’s business groups, and a few have already been established with financial support from CWCC, contributions from members, and loans accessed from the saving group.



*Monthly meeting of saving groups in Phnom Penh and Banteay Meanchey*

Starting in mid-2011, CWCC facilitated the establishment of several women's economic empowerment groups and small enterprises. The idea is to create meaningful connection and exchange between group members, and empower women by transforming their status in decision making processes and entrepreneurship initiatives. The groups have attracted interest from other community members who came to visit and learn about the businesses. Currently, there are 27 groups consisting of 136 female members in Phnom Penh and Banteay Meanchey. The groups mainly are pig raising, chicken raising, vegetable planting, rug weaving, and car washing. Moreover, end of 2014, the Women Inaction (WIN) project in Siem Reap has established 12 individual business for members of saving group and parents of scholarship girls of which individual business of pig raising for 5 members in Kdol village of Kralanh district and 2 members from Khvein village of Siem Reap city and 5 members on scarf weaving in Taleung village, Kralanh district.



*Vegetable planting by a group in Phnom Penh*



*Women's economic empowerment group in Banteay Meanchey is selling their pigs*

## 2. PROTECTION PROGRAM

The objective of this program is to protect survivors by facilitating access to legal services and facilitating physical and psychological healing leading to economic and social reintegration.

### 2.1 Monitoring and Investigation Project

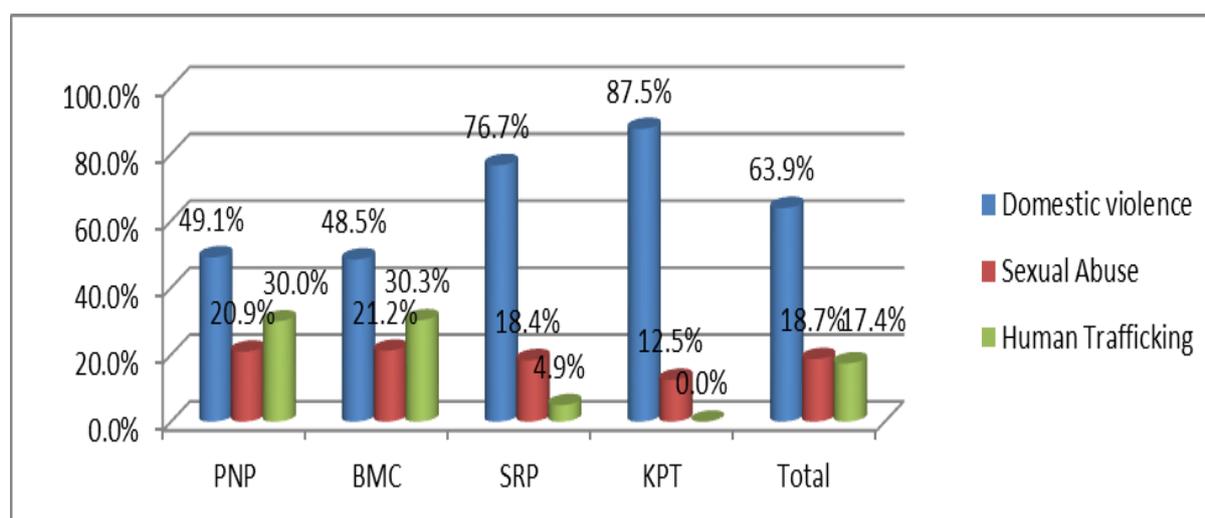
During this reporting period, 1,262 clients came to CWCC in four regional offices (Phnom Penh, Banteay Meanchey, Siem Reap and Kampong Thom) seeking psychosocial support and legal services: 403 in Phnom Penh, 212 in Banteay Meanchey, 369 in Siem Reap and 278 in Kampong Thom.

Survivors and Relatives	PNP	BMC	SRP	KPT	Total
Domestic violence	200	113	267	225	805
Sexual Abuse	104	47	89	53	293
Human Trafficking	99	52	13	0	164
<b>Total</b>	<b>403</b>	<b>212</b>	<b>369</b>	<b>278</b>	<b>1262</b>

Survivors usually came with their relatives including children; therefore, not all survivors were counted as single cases. CWCC intervened in a total of 786

Cases	PNP	BMC	SRP	KPT	Total
Domestic violence	141	64	171	126	502
Sexual Abuse	60	28	41	18	147
Human Trafficking	86	40	11	0	137
<b>Total</b>	<b>287</b>	<b>132</b>	<b>223</b>	<b>144</b>	<b>786</b>

cases in 2014: 287 in Phnom Penh, 132 in Banteay Meanchey, 223 in Siem Reap and 144 in Kampong Thom.



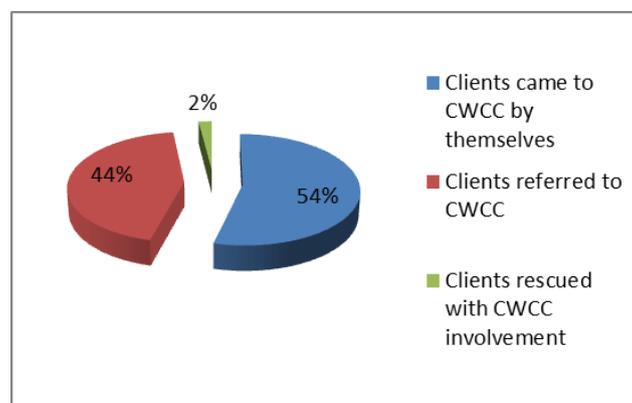
The majority of cases came to CWCC were domestic violence cases which accounted for 64% of total cases. In Phnom Penh, 49% of cases related to domestic violence, 30% related to human trafficking and 21% related to sexual abuse. In Banteay Meanchey, more than 48% of cases related to domestic violence, 30% related to human trafficking and 21% related to sexual abuse. In Siem Reap, more than 76% of cases related to domestic violence, 18% related to sexual abuse and 5% related to human trafficking. While in Kampong Thom, 88%

of cases related to domestic violence and 12% related to sexual abuse. None of human trafficking cases in Kampong Thom received services from CWCC. Domestic violence continues to be a highly prevalent issue for women and children, with many survivors seeking assistance from CWCC.

## Client Pathways to CWCC

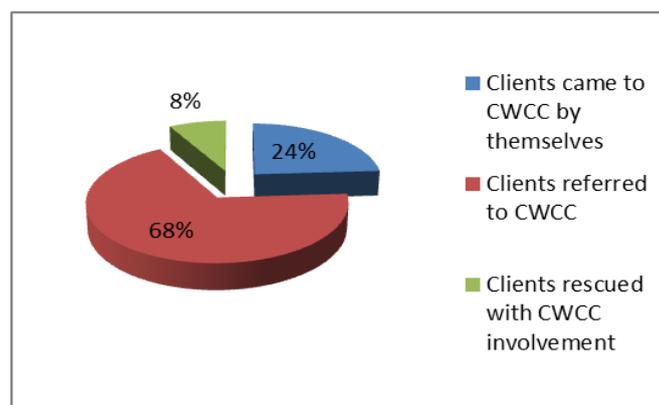
### A. Phnom Penh

In 2014, more than 54% of the total number of survivors came to the CWCC office in Phnom Penh by themselves and 44% of clients were referred by local authorities, networks, NGO partners, community members, or family members. CWCC tried to avoid being involved in direct rescue efforts due to the risks to staff, only 2% of clients were rescued involving CWCC staff.



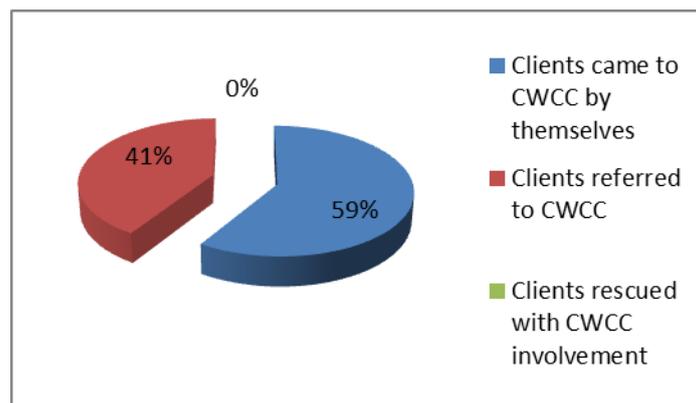
### B. Banteay Meanchey

In 2014, 68% of clients were referred by other networks, about 24% of clients came to CWCC in Banteay Meanchey by themselves and 8% of clients were rescued involving CWCC staff.



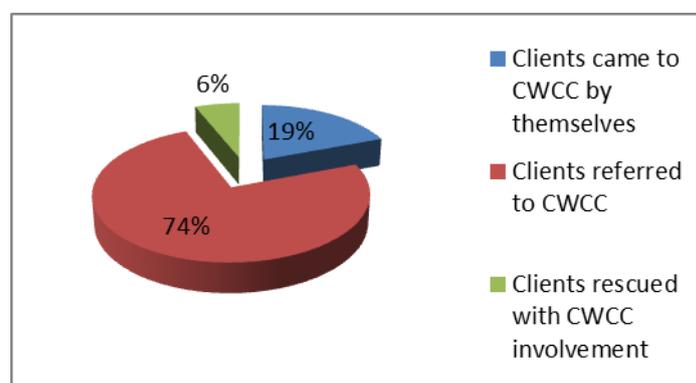
### C. Siem Reap

59% of clients came to the CWCC office in Siem Reap by themselves and 41% of clients were referred by local authorities, networks, NGO partners, community members, or family members. None of clients were rescued involving CWCC staff.



#### D. Kampong Thom

In 2014, about 74% of clients were referred to CWCC by network members in Kampong Thom, 19% of clients came to CWCC by themselves. Only 6% of clients were rescued involving CWCC staff.



#### Cases received in Phnom Penh

PNP: Types/ Number of cases	Underage Cases (under 18)			Adult Cases (over 18)			Total
	DV	SA	HT	DV	SA	HT	
	1	41	6	140	19	80	
Cases	Underage Clients (under 18)			Adult Clients (over 18)			Total
	Survivors	Relatives	Sub-Total	Survivors	Relatives	Sub-Total	
Domestic violence	1	59	60	140	0	140	<b>200</b>
Sexual Abuse	41	3	44	19	41	60	<b>104</b>
Human Trafficking	6	1	7	80	12	92	<b>99</b>
<b>Total</b>	<b>48</b>	<b>63</b>	<b>111</b>	<b>239</b>	<b>53</b>	<b>292</b>	<b>403</b>

### Cases received at Banteay Meanchey

BMC: Types/ Number of cases	Underage Cases (under 18)			Adult Cases (over 18)			Total
	DV	SA	HT	DV	SA	HT	
		5	21	17	59	7	23
Cases	Underage Clients (under 18)			Adult Clients (over 18)			Total
	Survivors	Relatives	Sub-Total	Survivors	Relatives	Sub-Total	
Domestic violence	5	49	54	59	0	59	<b>113</b>
Sexual Abuse	21	2	23	7	17	24	<b>47</b>
Human Trafficking	17	9	26	23	3	26	<b>52</b>
<b>Total</b>	<b>43</b>	<b>60</b>	<b>103</b>	<b>89</b>	<b>20</b>	<b>109</b>	<b>212</b>

### Cases received in Siem Reap

SRP: Types/ Number of cases	Underage Cases (under 18)			Adult Cases (over 18)			Total
	DV	SA	HT	DV	SA	HT	
		1	26	0	170	15	11
Cases	Underage Clients (under 18)			Adult Clients (over 18)			Total
	Survivors	Relatives	Sub-Total	Survivors	Relatives	Sub-Total	
Domestic violence	1	87	88	170	9	179	<b>267</b>
Sexual Abuse	26	0	26	15	48	63	<b>89</b>
Human Trafficking	0	0	0	11	2	13	<b>13</b>
<b>Total</b>	<b>27</b>	<b>87</b>	<b>114</b>	<b>196</b>	<b>59</b>	<b>255</b>	<b>369</b>

### Cases received in Kampong Thom

KPT: Types/ Number of cases	Underage Cases (under 18)			Adult Cases (over 18)			Total
	DV	SA	HT	DV	SA	HT	
		3	13	0	123	5	0
Cases	Underage Clients (under 18)			Adult Clients (over 18)			Total
	Survivors	Relatives	Sub-Total	Survivors	Relatives	Sub-Total	
Domestic violence	3	38	41	123	61	184	<b>225</b>
Sexual Abuse	13	2	15	5	33	38	<b>53</b>
Human Trafficking	0	0	0	14	0	0	<b>0</b>
<b>Total</b>	<b>16</b>	<b>40</b>	<b>56</b>	<b>142</b>	<b>94</b>	<b>222</b>	<b>278</b>

### People staying at the Drop-In Centers

Each of the CWCC Regional Offices has a drop-in center which functions as emergency short-term safe accommodation for

Survivors and relatives	PNP	BMC	SRP	KPT	Total
Domestic violence	93	71	33	228	<b>425</b>
Sexual Abuse	25	25	37	61	<b>148</b>
Human Trafficking	57	43	6	0	<b>106</b>
<b>Total</b>	<b>175</b>	<b>139</b>	<b>76</b>	<b>289</b>	<b>679</b>

clients while staff undertake a case assessment. Open 24 hours a day, the centers provide safe refuge for women and children who are in crisis and feel they are in imminent danger. They can stay for up to a week to gain more information from CWCC’s experienced staff, and make decisions on their next steps. Survivors and their relatives who sought services and stayed at CWCC Drop-In Centers totaled 314 in 2014: 175 in Phnom Penh, 139 in Banteay Meanchey, 76 in Siem Reap and 289 in Kampong Thom.

### The number of clients who moved to the safe shelters

Of the total clients stayed in the drop-in centers, 350 moved to the safe shelters, staying for up to 9 months. 114 clients were accommodated in the Phnom Penh Shelter and

Survivors and relatives	PNP	BMC	SRP	KPT	Total
Domestic violence	84	74	77	15	250
Sexual Abuse	18	24	14	0	56
Human Trafficking	12	32	0	0	44
<b>Total</b>	<b>114</b>	<b>130</b>	<b>91</b>	<b>15</b>	<b>350</b>

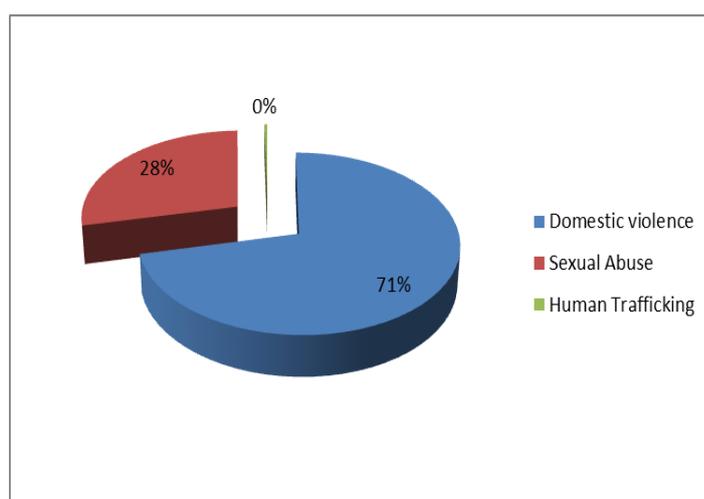
130 in Banteay Meanchey while 106 clients from Siem Reap and Kampong Thom move to safe shelter in Siem Reap.

## 2.2 Legal Services Project

### Cases filed to court

Cases	Underage Clients (under 18)					Adult Clients (over 18)					Total
	PNP	BMC	SRP	KPT	Sub-Total	PNP	BMC	SRP	KPT	Sub-Total	
Domestic violence	1	0	0	1	2	55	23	43	95	216	218
Sexual Abuse	28	8	21	8	65	11	2	6	2	21	86
Human Trafficking	0	0	0	0	0	1	0	0	0	1	1
<b>Total</b>	<b>29</b>	<b>8</b>	<b>21</b>	<b>9</b>	<b>67</b>	<b>67</b>	<b>25</b>	<b>49</b>	<b>97</b>	<b>238</b>	<b>305</b>

From January to December 2014, the number of new cases filed at the courts was 96 in Phnom Penh, 33 in Banteay Meanchey, 70 in Siem Reap and 116 in Kampong Thom. The majority of cases filed were related to domestic violence (71% of total cases) and sexual abuse (28% of total cases). There was only one survivors of human trafficking case filed complaint to court because the majority of cases do not want to go through court system. Among total cases filed complaint to court, 22% were minor cases which mainly related to sexual abuse.



### Cases pending at court

Cases	Underage Clients (under 18)					Adult Clients (over 18)					Total
	PNP	BMC	SRP	KPT	Sub-Total	PNP	BMC	SRP	KPT	Sub-Total	
Domestic violence	0	0	0	0	0	66	32	21	31	150	150
Sexual Abuse	62	34	23	10	129	22	18	4	8	52	181
Human Trafficking	3	1	0	0	4	1	6	0	0	7	11
<b>Total</b>	<b>65</b>	<b>35</b>	<b>23</b>	<b>10</b>	<b>133</b>	<b>89</b>	<b>56</b>	<b>25</b>	<b>39</b>	<b>209</b>	<b>342</b>

The total number of cases pending at court was 342: 154 in Phnom Penh, 91 in Banteay Meanchey, 48 in Siem Reap and 49 in Kampong Thom. This includes the new cases filed in 2014, and other cases pending in the court since last year, together with those in the appeal process. 39% are minor cases pending at court.

### Cases that went to trial

Cases	Underage Clients (under 18)					Adult Clients (over 18)					Total
	PNP	BMC	SRP	KPT	Sub-Total	PNP	BMC	SRP	KPT	Sub-Total	
Domestic violence	1	0	0	0	1	38	9	36	35	118	119
Sexual Abuse	18	14	12	2	46	3	1	6	0	10	56
Human Trafficking	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>19</b>	<b>14</b>	<b>12</b>	<b>2</b>	<b>47</b>	<b>41</b>	<b>10</b>	<b>42</b>	<b>35</b>	<b>128</b>	<b>175</b>

175 cases went to trial during this reporting period: 60 in Phnom Penh, 24 in Banteay Meanchey, 54 in Siem Reap and 37 in Kampong Thom. There was no human trafficking case went to trial within this reporting.

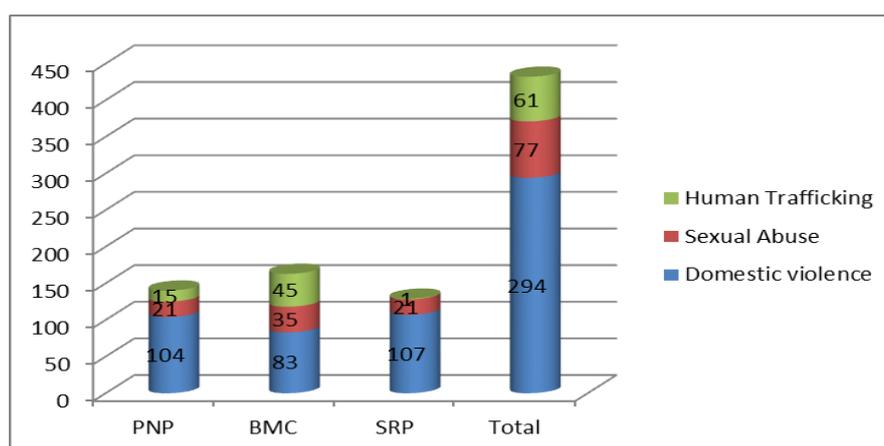
### Cases in which perpetrators sentenced in prison

Cases	Underage Clients (under 18)					Adult Clients (over 18)					Total
	PNP	BMC	SRP	KPT	Sub-Total	PNP	BMC	SRP	KPT	Sub-Total	
Domestic violence	1	0	0	0	1	0	0	0	1	1	2
Sexual Abuse	18	13	12	2	45	2	1	6	0	9	54
Human Trafficking	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>19</b>	<b>13</b>	<b>12</b>	<b>2</b>	<b>46</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>10</b>	<b>56</b>

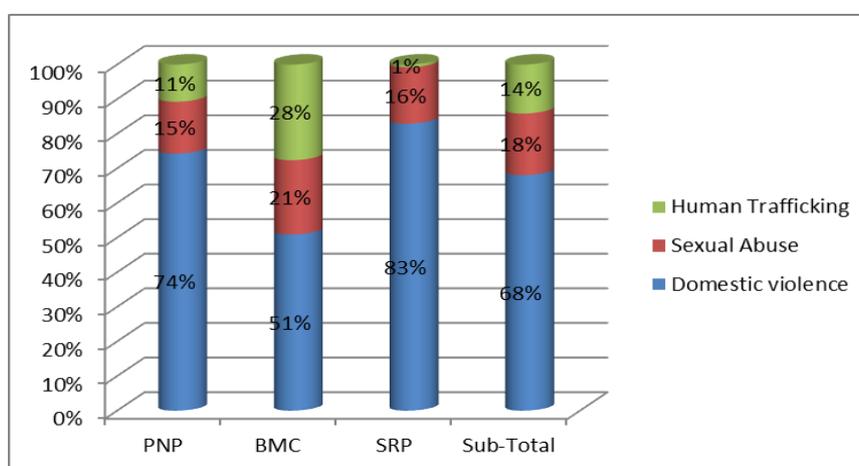
From January to December 2014, 54 perpetrators of sexual abuse and 2 perpetrator of domestic violence were sentenced to a prison term: 21 in Phnom Penh, 14 in Banteay Meanchey, 18 in Siem Reap and 3 in Kampong Thom. It was noticed that there were 2 perpetrators of domestic violence cases were sentenced to jail of which one survivor is underage.

## 2.3 Safe Shelter Project

Survivors stayed in shelter	Underage Relatives (under 18)				Adult Survivors (over 18)				Total
	PNP	BMC	SRP	Sub-Total	PNP	BMC	SRP	Sub-Total	
Domestic violence	3	6	2	11	35	30	38	103	114
Sexual Abuse	13	16	9	38	2	4	5	11	49
Human Trafficking	3	22	1	26	9	17	0	26	52
<b>Total</b>	<b>19</b>	<b>44</b>	<b>12</b>	<b>75</b>	<b>46</b>	<b>51</b>	<b>43</b>	<b>140</b>	<b>215</b>
Relatives stayed in shelters	Underage Relatives (under 18)				Adult Survivors (over 18)				Total
	PNP	BMC	SRP	Sub-Total	PNP	BMC	SRP	Sub-Total	
Domestic violence	66	47	67	180	0	0	0	0	180
Sexual Abuse	3	6	3	12	3	9	4	16	28
Human Trafficking	1	5	0	6	2	1	0	3	9
<b>Total</b>	<b>70</b>	<b>58</b>	<b>70</b>	<b>198</b>	<b>5</b>	<b>10</b>	<b>4</b>	<b>19</b>	<b>217</b>
<b>Grand-Total</b>	<b>89</b>	<b>102</b>	<b>82</b>	<b>273</b>	<b>51</b>	<b>61</b>	<b>47</b>	<b>159</b>	<b>432</b>



During 2014, the safe shelters accommodated a total of 432: 140 clients were accommodated in the Phnom Penh's shelter, 163 in Banteay Meanchey and 129 in Siem Reap. Among 432, there were 215 survivors (75 underage) and 217 relatives (198 underage).



Majority of clients stayed in safe shelter are related to domestic violence which represented for 68% of total clients in three safe shelters of CWCC.

Upon arrival at any CWCC safe shelter, survivors are provided with comfortable accommodation, food, immediate medical care, information about the domestic violence law, and counseling. Individual counseling sessions are conducted with all survivors to address trauma, reduce mental stress and feelings of shame, and rebuild self-esteem and self-confidence for making their own decisions. Group counseling sessions are also conducted on a weekly basis with all survivors who reside at the shelter to enable clients to meet each other and share their life experiences.

In Phnom Penh, a total of 437 individual and 78 group counseling sessions were conducted for 90 clients at the shelter. Every Friday, with the help of SIPA staff, women and children in the shelter were encouraged to spend their free time reading story books. Shelter officer also organized monthly meeting with clients which at least in average around 10 clients attended the meeting each month depending on the number of clients referred to stay in the shelter. The meeting aimed at updating and sharing information related to shelter activities, discussing and dealing with any of happening issue in the shelter and this year the meeting was also a discussion about revising the internal ground rule and the rule of using phone in the shelter

In Banteay Meanchey, a total of 292 individual counseling sessions were conducted for 90 clients, and 78 clients attended 43 sessions of group counseling. At the same time, staff organized 39 meetings with 114 clients to consult them about lives in the shelter; help them to overcome difficulties; and provide education about general knowledge and hygiene.

In Siem Reap, a total of 237 individual counseling sessions were conducted for 60 clients, and 57 clients attended 74 sessions of group counseling. Among the clients at the shelter, 01 client was referred to Transcultural Psychosocial Organization (TPO) to support their recovery. At the same time, staff organized 30 meetings with 57 clients to consult with them about lives in the shelter; help them to overcome difficulties; and provide education about general knowledge and hygiene.



*Clients attended group counseling in Phnom Penh's and Banteay Meanchey's safe shelters*

**Case Study:** A 10-years-old girl Sr.O.\*, her mother and younger brother were living in Kompong Cham province. Now they are living at CWCC shelter in Phnom Penh. Her father is a construction worker in Phnom Penh.

Sr.O moved to Phnom Penh to live in a small rent house. Her mother worked for SCARO organization. Her father with alcohol problems raped her several times, since when they were living in Kompong Cham, not long ago. Sadly, the neighbors were well aware of the problem but could not react, out of fear of retaliation from Sr.O.'s father.

*“One day, after I came back from work, I asked my daughter to take the bath and have dinner, but my daughter answered that she could not urinate. When I took her to the toilet and asked her to explain me the situation, she started crying and eventually confessed what her father did to her,”* S.N.\*, Sr.O.'s mother, described. *“From that moment on I just pretended to know nothing, but I could not trust him anymore, he was not my husband anymore.”* She then tried to divorce from him but, since her husband insisted in taking his daughter's custody, she decided to seek assistance with SCARO organization, which, in turn, forwarded the case to Cambodian Women's Crisis Center (CWCC) for legal support and protection.

After S.N. and her children moved to CWCC shelter in Phnom Penh, they were provided with CWCC counseling by the monitor staff, who helped them filing a complaint to the police to report the man's crime. Too worried about the consequences of the complaint, the man disappeared, although he tried unsuccessfully to contact his wife to reconcile. To this day, the police had not found and arrested him yet because the family was not able to provide more identity details.

*“I will never accept a compromise,”* S.N. said, *“I want him to be sentenced to life imprisonment; otherwise he will kill me as soon as he gets out. Spending just a few years in prison would not be an adequate punishment for what he did to us. My daughter is now heavily traumatized; her father threatened her so violently that she is scared even to talk about him. But what else can we expect? She has been raped by her own father!”*

*“When they arrived here, CWCC first helped them with legal assistance, psychological counseling and free medical assessment. Now that they are recovering from those traumatic events, they try to rebuild a normal daily life. That is why we enrolled Sr.O. to the nearby primary school and her mother is being trained by our staff in cooking skills. The little brother of Sr.O. stays at the day care center in the meanwhile”* Ms. Sin Lypeou, Phnom Penh shelter officer described.

With regard to her future plans, S.N. said, *“I am currently studying cooking skills, and my girl is learning Khmer literacy. In the future, I want to use these skills to run a small restaurant, so that I can support my children.”*

According to Ms. Sin Lypeou, CWCC does not focus only on the minor's needs, *“because the mother has the duty to support her children when they leave from shelter, so we want her to be economically independent,”*

\*To ensure confidentiality of survivors, names have been changed.

## **2.4 Literacy, Vocational Skills and Life Skills Training Project**

The Literacy, Vocational Skills Training and Employment Project provides opportunities for women and girls who are survivors of, or are highly vulnerable to, gender based violence to gain vocational skills, literacy skills and job placements. Equipping women and girls with

practical skills that can be used to generate income in constructive ways reduces the need for potentially unsafe migration. 'Literacy skills facilitates life-long access to vital information and learning opportunities; while small business skills training builds the confidence needed to operate a small business; and 'life skills' training enables girls to more confidently and constructively negotiate relationships.

For the duration of their stay at the safe shelter, both clients and their relatives are able to join literacy and training classes, and to access counseling and medical care. Daycare is provided by CWCC staff to children under 6 years old to allow mothers to attend training, and school-aged children attend local public school.

CWCC in Phnom Penh provided basic literacy and numeracy training to 58 clients to enable them to read, write and calculate basic mathematical formulas. In addition, 45 clients attended vocational skills training to build their capacity to earn an income when they are reintegrated into communities: 16 clients took sewing classes, 24 took cooking classes, and 5 took souvenir-making classes. While women undertook training, 25 children (10 survivors and 15 relatives) attended public school, and 35 children under 6 years of age were taken care of by the shelter caretaker.

Type of Training	Underage Clients (under 18)			Sub-total	Adult Clients (over 18)			Sub-total	Total
	DV	SA	HT		DV	SA	HT		
Clients sent to public school	15	7	3	<b>25</b>	0	0	0	<b>0</b>	<b>25</b>
Client under six years old receive day care	35	0	0	<b>35</b>	0	0	0	<b>0</b>	<b>35</b>
Clients attended vocational skill training course	7	8	3	<b>18</b>	17	4	6	<b>27</b>	<b>45</b>
Clients received literacy course	28	10	4	<b>42</b>	15	1	0	<b>16</b>	<b>58</b>

In Banteay Meanchey, CWCC provided literacy class for 32 clients while vocational skills training to 20 adult clients (17 on sewing and 3 on beauty therapy). 17 clients attended literacy classes, 41 children under 6 years of age attended daycare at the shelter, and 17 children were sent to public school.

Type of Training	Underage Clients (under 18)			Sub-total	Adult Clients (over 18)			Sub-total	Total
	DV	SA	HT		DV	SA	HT		
Clients sent to public school	11	3	3	<b>17</b>	0	0	0	<b>0</b>	<b>17</b>
Client under six years old receive day care	31	5	5	<b>41</b>	0	0	0	<b>0</b>	<b>41</b>

Clients attended vocational skill training course*	3	4	4	<b>11</b>	6	3	0	9	<b>20</b>
Clients received literacy course	12	9	5	<b>26</b>	1	4	1	6	<b>32</b>

CWCC in Siem Reap provided basic literacy and numeracy training to 14 clients, 32 clients attended vocational skills training to build their capacity to earn an income when they are reintegrated into communities: 20 clients took sewing classes and 12 took cooking classes. While women undertook training, 18 children attended public school, and 34 children under 6 years of age were taken care of by the shelter caretaker.

Type of Training	Underage Clients (under 18)			Sub-total	Adult Clients (over 18)			Sub-total	Total
	DV	SA	HT		DV	SA	HT		
Clients sent to public school	15	2	0	<b>17</b>	1	0	0	<b>1</b>	<b>18</b>
Client under six years old receive day care	0	34	0	<b>34</b>	0	0	0	<b>0</b>	<b>34</b>
Clients attended vocational skill training course	2	5	1	<b>8</b>	18	6	0	<b>24</b>	<b>32</b>
Clients received literacy course	0	1	1	<b>2</b>	12	0	0	<b>12</b>	<b>14</b>

## 2.5 Reintegration and Repatriation Project

During this reporting period, the Reintegration Project team interviewed all clients who wished to return to their homes or workplaces, or to work with NGOs. At the same time, clients were encouraged to prepare business plans by using the skills that they learnt from the safe shelter. In this reporting period, 365 clients were assisted to be settled back into the community: 93 from Phnom Penh, 74 from Banteay Meanchey, 123 from Siem Reap and 75 from Kampong Thom. The majority of those who were reintegrated had come to CWCC as domestic violence survivors (68% of total cases).

Cases	Survivors Reintegrated					Relatives Reintegrated					Total
	PNP	BMC	SRP	KPT	Sub-Total	PNP	BMC	SRP	KPT	Sub-Total	
Domestic violence	21	12	56	65	<b>154</b>	35	14	35	9	<b>93</b>	<b>247</b>
Sexual Abuse	6	8	24	1	<b>39</b>	0	9	8	0	<b>17</b>	<b>56</b>
Human Trafficking	29	21	0	0	<b>50</b>	2	10	0	0	<b>12</b>	<b>62</b>
<b>Total</b>	<b>56</b>	<b>41</b>	<b>80</b>	<b>66</b>	<b>243</b>	<b>37</b>	<b>33</b>	<b>43</b>	<b>9</b>	<b>122</b>	<b>365</b>

Extremely poor clients were provided with life start up equipment such as utensils, mosquito nets, and rice. In total, 99 clients received life start up grants: 25 in Phnom Penh, 33 in Banteay Meanchey, 32 in Siem Reap and 9 in Kampong Thom. Among all the

reintegrated clients, 48 clients received grants to start businesses based on their existing skills and skills learnt during their stay in the safe shelters.

Cases	Life Start Up Grant					Business Grant				
	PNP	BMC	SRP	KPT	Sub-Total	PNP	BMC	SRP	KPT	Sub-Total
Domestic violence	6	11	21	9	47	2	3	16	5	26
Sexual Abuse	4	8	11	0	23	1	1	9	1	12
Human Trafficking	15	14	0	0	29	1	4	0	0	5
<b>Total</b>	<b>25</b>	<b>33</b>	<b>32</b>	<b>9</b>	<b>99</b>	<b>4</b>	<b>8</b>	<b>25</b>	<b>6</b>	<b>43</b>

In Phnom Penh, 4 clients received grant support to start up their business (2 tailoring shops, 1 hair dressing shop and 1 food selling). While in Banteay Meanchey, 8 clients received grant support to start up their business (2 grocery shops, 2 chickens raising, 1 tailoring shop, 1 vegetable selling, 1 fish selling and 1 pig raising). In Siem Reap, 25 clients received grant support (10 pig raising, 4 grocery shops, 4 tailoring shops, 1 recycling, 1 porridge shop, 1 selling bean sprout, 1 selling souvenir, 1 selling fried banana, 1 selling fruit and 1 hair dressing shop). While in Kampong Thom, 4 clients received grant support grocery shop, 1 for food store and 1 for tailoring shop.

*“Business grant support has improved my family livelihood, I could support my family through running grocery store at my house, the profits earned make my family have enough food to eat, my children can go to school”* said by Ms. S.C, 29 years old, is a CWCC’s client of domestic violence case, living in Kompong Svay district, Kompong Thom Province.

Besides the business grant support, within this period, the Project also helped 12 reintegrated clients to find jobs: 8 survivors in Phnom Penh, 4 in Banteay Meanchey and 2 in Kampong Thom.

<b>PNP</b>
Work as cook (7clients)
Work as cleaner (1 clients)
<b>BMC</b>
Work as domestic worker (1 client)
Work as hair dresser (2 clients)
Work in garment factory (1 client)
<b>KPT</b>
Work helper in the house (2 clients)

## 2.6 Protection of Male Survivors of Human Trafficking

Started in July 2012, the New Hope project also focuses on recovering male survivor of all forms of human trafficking in addition to the female one. In 2014, the project kept help empowering those survivors to utilize comprehensive services essential for rebuilding their lives which enable them to contribute to support their family. Within 2014, CWCC worked with 121 male survivors of trafficking including 67 existing one whom has been eligible to the community-based care services in previous year. These male survivors were back home in various means (repatriation, deportation or self-return) after they were trapped in exploitative situation. In 2014, all male survivors who stayed in community-based care periodically received psycho-counseling, especially during direct or phone call follow-up. Those who had health problem also received health care support.

Male survivors admitted to the support		
Location	New	Existing
PNP	18	24
BMC	13	26
SRP	10	17
KPT	13	0
<b>Total</b>	<b>54</b>	<b>67</b>

Life start-up was provided to 27 survivors once they newly came back to their community and subsequently 40 survivors were considered as in need of food support as they were in transition period of finding employment or starting up a business. CWCC also supported survivors to develop business plan prior to releasing grant to 13 of them. The grant was used to plant vegetable (7), plant corn (1), raise pig (2), sell grocery (4) and clean motorbike (1). Furthermore, while some survivors found job in their own area, CWCC also facilitated in job placement for 12 survivors. Above all, 10 male survivors were assessed to have secured employment.

Male survivors received livelihood support			
Location	Life start-up	Food	Grant
PNP	11	0	3
BMC	7	5	2
SRP	9	31	8
KPT	0	4	2
<b>Total</b>	<b>27</b>	<b>40</b>	<b>15</b>

### CWCC Support Helps a Human Trafficking Survivor's Life Flourishing

N.K. is a survivor of human trafficking for forced labor on fishing vessels. After years of sufferance, he came home empty-handed. He felt hopeless, but CWCC was there to help and gave him the opportunity to develop a business plan and offered him a grant to start selling groceries in front of his house. CWCC also gave him a water pump to start growing vegetables in his courtyard.

After few months, during a visit to his house and we found that N.K's life has improved a lot! Thanks to the initial support, he was able to buy land for farming rice and even renting land to other villagers; he also started to raise pigs and chickens and is now planning to raise fish.

*Feeling confident in the future, N.K. says, "My family living standard is much better since I was reintegrated to my community thanks to CWCC support and the donor".*

## BEFORE



After initial support, N.K. was able to earn around USD 100 per month through his grocery store and drying cassava. He lived in a small wooden house and did not have land.

## AFTER



In just few months, thanks to his savings and initiative, N.K. has built a bigger house for his family and bought land. He also dug a small pond behind his new house and a chicken coop next to his pigsty. In a short future, he plans to raise fish in his pond and more chickens. He diversified his income sources and his family now earns around USD 230 per month!

### 3. ADVOCACY PROGRAM

*The objective of this program is to advocate directly and through alliances for legislative and policy reform which promote gender mainstreaming that will uphold the human rights of women and establish deterrence through rigorous enforcement of the laws.*

#### 3.1 Government Liaison

The CWCC Executive Management team and staff participated in activities at National Government level to address issues related to violence against women.

- On the 25 to 29 of August and 17th to 18th of December 2014, the CWCC BMC's Shelter Officer was invited to take part in the national workshop held at Siem Reap and Phnom Penh respectively. The workshop aimed to strengthen capacity of services providers on trafficking in person (TIP) victim identification and how to use monitoring tools to assess the implementation of policies and minimum standard for the protection of the rights of TIP victim at the shelter. The workshop was jointly organized by the Ministry of Social Affairs and World Vision Cambodia and finally supported by World Vision Cambodia and Winrock International-Cambodia. In each workshop there were 25 participants (12 females) from government representatives

and NGOs working on TIP issue. The participants had the opportunity to jointly develop a guideline to identify TIP victim and TIP interview form. The form was then tested at shelters of NGOs including CWCC's.

- On 6 Oct 2014, the PNP Regional Manager attended a meeting at MoWA, organized by MoWA and supported by UNWOMEN. There were 40 participants. At the meeting outcomes from the meeting in Bali were presented, and an update about the research findings on how the national budget was managed and spent in relation to gender activities. Then the next priority for MoWA and UNWOMEN was revealed - they will work together to create a national budget for addressing gender issues. UNWOMEN will fully support MoWA to do the costing.
- On 18 Dec 2014, the Regional Manager of CWCC in Phnom Penh and the Reintegration Officer attended a quarterly meeting with the National Orphan and Vulnerable Children Task Force (NOVCTF) at MoSVY. At the meeting the progress and achievements of the National OVC Taskforce program were presented, along with the Fund's activity plan for the members. There were 35 member participants who attended the meeting. At the meeting it was revealed that the National Orphan and Vulnerable Children Fund had formed provincial OVC Taskforces in 6 provinces: Kampong Speu, Kampong Cham, Prey Veng, Siem Reap, Banteay Meanchey and Battambang. They have also conducted 3 training sessions on the National Minimum Standards of Care and Prevention for orphan and vulnerable children, to the Commune Council/ Women and Children Working Group.
- On 25 to 26 Mar, 2014, CWCC's lawyer Phnom Penh attended the workshop held at Cambodiana hotel. The workshop organized by Ministry of justice and Bar-association of Cambodia. The workshop supported by UN Human Rights and Australian Aid. The workshops aimed at provide knowledge to the participants on pre-trial imprisonment and the other options to deal the issue beside imprisonment. There were around 200 participants (100 female), they were a lawyers, judge, prosecutors and other relevant NGOs.

### **3.2 Networking**

During this reporting period, CWCC joined hands with various civil society networks such as Mekong Migration Network (MMN) and Border Issues Group for Children (BIGC) to address issues related to gender based violence. This collaboration enabled the group to develop joint advocacy efforts at local, national and regional levels. Key achievements are as follows:

- On 13 Mar 2014, CO Officer and CWCC's Phnom Penh Lawyer attended the meeting with CO networking at Sangkat Chom Chao. The meeting discussed about marrieds' certificate and the dealing issue related domestic violence without using court system. There were 25 (20 females) participants attended the meeting. The purpose of the meeting aimed at update and sharing the information to all local authorities and NGO network in related mentioned subjects.
- On 27 May 2014, CWCC's lawyer was invited by Cambodian Women Beer promotion Association to raise awareness to the beer promoters on the complaint's procedure

and the way to protect survivors. There were around 40 participants come from different entertainment places included: restaurant, KARA OKE and Beer garden etc... , During the discussion it found that the participants were very interested and had asked many questions because their works was at risk.

- During this reporting period, the CO Officer in PNP attended several meetings with the Governor at Khan level and other stakeholders. The purpose was to provide updates and discuss social issues facing women and children, particularly gender based violence, rape and human trafficking in CWCC's targeted areas. At every meeting approximately 90 participants attended. The participants were from Sangkats, NGO's and other key stakeholders. In return, the Khan Governor also provided updates relating to social issues and the Khan's response to the concerns raised. The governor also asked all networks and NGOs to continue their support, to improve collaboration in responding to the needs of poor and vulnerable people in the community
- On the 6 and 7 March 2014, the BMC regional manager attended a workshop on DNA supported by TDH federation and DNA Pro-Kids. There were 17 participants (11 female) from Cambodia ACT, CWCC, APLE, VCAO, AAT Thailand, CWDA, Caritas Cambodia, VFI Laos, Indonesia ACT, Philippine ACT, and Foundation for Child Understanding Thailand, and TDH\_NL. The workshop focused on the importance of DNA test to bring justice for case of child abuse, trafficking and exploitation.
- On the 26 to 27 June 2014, the BMC regional manager was a guest speaker for the international round table dialogue on Trafficking in Person (TIP) which was jointly organized and supported by ICRC and RSIS-NTS, held in Singapore. The totaled 35 attendees included experts, academics, NGOs, IOs, UN agencies and government officials. The content discussed policies and practices of service providers for TIP victims from international to local level, and solutions and recommendations to the challenges faced in addressing TIP. CWCC shared the challenges in terms of the reintegration of TIP victims, and solutions to the challenges.
- In August and September 2014, the CWCC's Executive Director and CWCC BMC Regional Manager had joint with the regional network in the Greater Mekong Sub-Region namely Mekong Migration Network (MMN) to conduct a research on "Precarious Status of Migrant Workers in Thailand" which drew a lesson learned from the mass exodus of Cambodian migrants back from Thailand in June 2014 in the fears of violent crackdowns and raids in Thailand by the Thai junta government. After final report of the research was finished, CWCC had jointly organized launching event on 9th December 2014 to present on the findings which was held at Sunway hotel in Phnom Penh with 35 participants including media, UN agencies, IOs, NGOs, and government representatives from the Ministry of Interior and Ministry of Labor and Vocational Training.
- On the 10 of December 2014, CWCC's Executive Director and BMC Regional Manager were invited by the EU Ambassador to the Kingdom of Cambodia to attend reception dinner during international human rights day. Coinciding in this reception, CWCC's Executive Director and BMC Regional Manager had the opportunity to attend

"corner discussion" on the topic of "migration". The CWCC's Executive Director presented about linkage between migrant's rights and human rights and the BMC Regional Manager shared a view on migration and how to protect the human rights of migrant workers and their families.

- In 2014 CWCC which is a founding member of Border Issues Group for Children (BIGC) based in Poipet had jointly organized and supported 3 quarterly meetings of BIGC in January, August and October 2014. The BMC regional manager represented CWCC for these meetings. The participants were relevant government officials, local authorities, police, UNIAP, and International and local organization both Cambodia's and Thailand'. The meeting focused on situation of migration crossing Poipet international border, issue of women and children migrants, the issue of mass return of Cambodian migrants in June 2014 and the work of BIGC in addressing those issues.

### **3.3 Awareness Raising on Safe Migration and Anti-Sex Trafficking**

Within this reporting period, the project team in Phnom Penh was assisted by trained youth volunteers who conducted the campaign 15 times ("Coffee Free Campaign Against Sex trafficking under the scheme of "Join Us to Stop Sex Trafficking"). The campaign targeted tourists to provide them with an understanding about the issue of sexual trafficking and to involve them in preventing it. The campaign has shown significant results attracting many foreigners who participated in signing a petition to show their commitment to combat sex trafficking. There were around of 3,840 participants in total. It was noted that during the campaigns were conducted the team received in cash in donations from the audiences.

### **3.4 Advocacy through Media**

In BMC, 2 one-hour Provincial radio call-in sessions were organized on the main topic of "counter child trafficking and abuse", held at FM96.5MHz radio station. There were 2 speakers including CWCC's regional manager and deputy chief of anti- human trafficking and juvenile protection office of Banteay Meanchey Provincial Police. There were 25 callers who called in to ask questions, share their views and provide suggestions.

CWCC's lawyer in Phnom Penh was invited to attend radio talk show FM 102 radio station under the topic of the facilitation on domestic violence out of court system. The discussion with listeners on air was to give all listeners understanding and find out that the dealing domestic violence issue without using court system is legal or illegal and which type of violence that could deal without using court system. During the talked show there were 5 listeners called to get more clarification on violence issue.

CWCC's lawyer Phnom Penh attended radio talked show at VOD radio station. The topic discussed was focused on rap. The purpose of discussion was to explain to young people who are listeners to understand about human right and be respectful toward individual right by not pushing young partner to involve sex before married. Particularly, the pushing for sexual always happened during valentine day, there were around 5 young people called in for getting more understanding.

### 3.5 Advocacy Campaigns

On the 27 of November 2014, BMC community organized project organized the 16-day campaign to end gender violence Svaychek district with approximately 500 participants who are local authorities, police, women's affairs, education office, villagers, teachers, and school students. The theme followed the UN's theme (UNiTE) which was "Ending violence against women and girls, what will you do? ". 450 t-shirts (350 t-shirts received from UN



16 Days Campaign in Svay Check district

WOMEN), 100 hats, 500 white ribbons and 500 leaflets were distributed during the event. The

event started with welcome remarks of Svaychek women's affairs chief, key notes by CWCC BMC's regional manager, and key remarks by Thmar Pouk governor, wearing white ribbons symbolizing the promise to stop VAW, Q&A to test the understanding of participants toward this event (all respondents provided the right answers), and finally flying balloons with key theme of the event. The participants were very happy to take part in this event and it was observed that at least 80% of the participants understood the key message of the event.

On the 28 November 2014, the BMC community organizing project organized the 16-day campaign to end gender violence was organized at Thmar Pouk district with approximately 750 participants. The theme followed the UN's theme (UNiTE) which was "Ending violence against women and girls, what will you do? ". 750 t-shirts (350 t-shirts received from UN WOMEN), 300 hats, 1000 white ribbons and 1000 leaflets were distributed during the event.



16 Days Campaign in Thmar Pouk District

The event started with welcome remarks of Thmar Pouk deputy governor, key notes by CWCC BMC's regional manager, key notes by Chief of PoWA, and key remarks by BMC deputy

governor, wearing white ribbons symbolizing the promise to stop VAW, Q&A to test the understanding of participants toward this event (all respondents provided the right answers), and finally flying balloons with key theme of the event. The participants were very happy to take part in this event and it was observed that at least 80% of the participants understood the key message of the event. The event was then broadcast through Hang Meas TV, TVK, and BMC cable TV.

On 3 December, 2014, the CO team in collaboration with other CWCC project teams organized a 16 day campaign at Toul Sangke Pagoda. The purpose of the campaign was to raise awareness about gender based violence with community people, and to encourage them join with CWCC to stop gender based violence. The event was conducted under the theme of “No violence is the changing of your behaviours”. There were total of 412 participants (266 females, 147 males) who attended the event. They included community people, local authorities, networks, teachers, students and NGO’s. The event was presided over by H.E. Bun Kimny, Secretariat of State of MoWA; Ms. Keo Chan Doung from the Social Affairs Department; Russy Koev Governor; and Ms. Pok Panhavichetr, CWCC Executive Director. The event started with welcome remarks by the Guest of Honor, H.E. Bun Kimny, followed by a reading of the history of White Ribbon Day by the Ms Keo Chan Doung, then CWCC’s ED made a speech. After that volunteers were sought to answer questions about the history of White Ribbon Day and the 16 Day Campaign, in order to draw participants’ attention to the meaning of the event. Finally, the Guest of Honor and CWCC’s ED released balloons to the sky carrying a banner declaring the theme of the Campaign.



*16 Days Campaign in Toul Sangke*

In Siem Reap, the CO team organized the 16 days campaign against violence with the theme “Ending violence against women and girls, what will you do?” on 31 November 2014. There were 337 participants that included government official, school teachers and DBMSN members. The event started with welcome remark of district governor, CWCC regional manager in Siem Reap, Chief of women affairs department and provincial council member. During the event child peer educator from Angkor Thom district performed the blessing dance to the participants, then the Q&A were showed with 12 questions. The questions were related to the theme of the event. Most of participants can answer correctly according to the questions. During the event the chief of women affairs and the member of the provincial council added 4 questions as they feel so excited with the participants who answer with the commitment to change ” I’ll tell what I know from today to my family and my neighbors”, said by ,Mr. Loem living in from Prasat village Kampong Kdey commune, Chikreng district.



*16 Days Campaign in Chikreng district*

In May 2014, the project team in SRP organized the 65th Anniversary of International Children's Day with the theme of "Education for all the children". There were around 232 participants (146 female) including government officials, school teachers, students, and NGOs while. The event started with welcome remarks of CWCC's representative in Siem Rap, speeches from the department of education, women's affairs and provincial council members. During the event, the youth club performed a role play concerning to Child Rights to Education.



*Child Rights Day in Siem Reap*

CWCC Scholarships team organized 3 school enrolment campaigns, with the purposes of promoting the importance of education; encouraging parents to enrol their children aged 6 years and above; and to encourage older students themselves to register at schools. The events were held in Krolanh, Southnikum and Banteay Srey district of Siem Reap province.. Approximately 1,604 participants (443 female) including students, villagers, teachers, LEWGs, village heads, commune councilors, police, health center officials, military police, officials from the Poipet Municipal Education Office and Women's Affairs Office attended this event which was presided by district governor of each respective district.



*Enrolment Campaign in Banteay Srey*

### 3.6 Information Management

The database management officer conducted training to project team in Phnom Penh, Banteay Meanchey, Siem Reap and Kampong Thom on how to access and record data in Database System. She explained to all staffs about Database System features, functions and

option used to record data correctly, searching function, editing data and verifying data in Database system.

All projects staff entered data into the system based on the complete questionnaires. They also sent monthly report of survivor's data recorded to the database management officer by each end of month in order for the database management officer to review.

The database management officer conducted meeting with all project staffs in each regional office to discuss about database system problem during they are accessing to system or recording data, and sometime it has problem with technical related to system or internet problem.

To monitor and verify data was recorded all services provided to women and girl survivors of GBV, the database management officer did daily checking on Database system and check report which generated from the system to verify data and daily back up database to keep data in safety and security.

The CWCC's website, facebook and twinter were updated to be more user-friendly, and to provide better information to the general public. The website contains information about CWCC's work, including the annual report, "Women's Paths Today" magazine, and important press releases. Details of employment opportunities are also uploaded to the website.

#### **4. ORGANIZATIONAL MANAGEMENT AND CAPACITY BUILDING**

##### **4.1 Program Management**

The Program Management team aims to ensure effective and efficient program implementation and organizational operations through visioning, planning, fundraising, and program monitoring and evaluation. The team includes the Program Manager and Regional Managers, guided by the Executive Director. The ED plays a significant role in coordinating all programs and projects, and ensures that CWCC adheres to the highest standards of transparency, accountability and service to its clients.

CWCC's staff worked as a team and held monthly meetings attended by all staff members. To ensure a democratic process in decision-making and to foster leadership, meetings are presided over by a rotating chairperson; and each staff member is given the opportunity to chair meetings. During the monthly meetings, each office presents an update on project activities, and is encouraged to share good practices and challenges for better implementation of the projects. The Executive Director, Program Manager and one of three Regional Managers attend each meeting to help identify solutions for those challenges, and provide guidance for better project implementation.

At project level, the Regional Managers supervise the implementation of each project, and consult with the Program Manager for technical advice to resolve any problems affecting project implementation.

The Monitoring and Evaluation Coordinators visit project sites regularly to provide technical support to field staff, and follow up the progress of the project. They work closely with the Data Management Officer to keep track of project achievements and impacts.

At program level, the Program Manager plays a supporting role by providing technical support to the project, and coordinating communications and progress reports to donors. The Program Manager together with the M&E Coordinator conducted training with staff in each office to build their capacity to manage project data, and write reports according to the different formats/requirements of each donor.

The Executive Director oversaw all project implementation to ensure project impact, and liaised with government institutions and donors to ensure compliance with their requirements. The Executive Director provided advice and guidance to the Program Manager in order to ensure effectiveness of programs.

Furthermore, to ensure effective implementation of the projects, the Executive Director and Program Manager alternately conducted quarterly visits to the regional offices and project sites to monitor activities and provide advice regarding the implementation process.

#### **4.2 Financial and Administrative Management**

The Financial and Administration Management team aims to develop and implement policies that ensure transparency and accountability in CWCC's use of funds. This is critical to maintain trust among management team, CWCC project staff and donors; to ensure the smooth coordination and running of the organization's day-to-day activities and projects; to provide logistical support for CWCC programs; and to manage and maintain organizational assets.

Since 2011 CWCC has created a strong financial management system with discretionary funding approval. Requests less than \$500 are approved by Regional Manager, requests from \$500-\$1,000 are approved by Program Manager. While requests more than \$1,000 are approved by Executive Director. Expenditures from \$100 must be paid by check. Two signatories, one of whom is the Executive Director or her Designated Officer, are required to withdraw money from the bank.

Payments and disbursements of large amounts are made by check, and small amounts can be made by cash. All payments must be supported by proper documents such as payment voucher quotations, vendor invoices and receipts. Before approval for payment is given, requests needed to be passed to budget control, that is, Finance Manager/Finance Officer (at project level) to ascertain the availability of funds.

Staffs are required to seek prior approval for all procurements from the Executive Director or her Designated Officer. Before an item can be purchased, four criteria needed to be met: variety of suppliers, quality of goods/services, competitive prices, and at least three quotations.

Per diem and lodging, taxi and other official expenses must be stated in travel request form and authorized by the line manager/ED. The per diem and lodging shall comply with the

Board approved Standard Support Per Diem, Travel, Accommodation for Staff, Clients and Participants.

Financial management has been improved significantly since early 2013; Quick book Pro software was purchased and installed to facilitate CWCC's transparent management of income and expenditure, and to generate individual reports to respective donors.

CWCC contracted audit firm PricewaterhouseCoopers, Cambodia Ltd to conduct a global financial audit. The Audit Report consisted of financial statement and a statement of management, and was submitted to all funding partners as per their requirement.

To link program implementation and finance, the Finance Manager joined the management site visits every six months to monitor the financial situation in relation to project activities. Achievements and constraints were identified in order to enhance project development to better address the needs of the target groups.

The Administration Officers in each of the four CWCC offices (Phnom Penh, Banteay Meanchey, Siem Reap and Kampong Thom) were responsible for the overall administration of the office. The Head of Administration in Phnom Penh was responsible for problem resolution for staff in all offices, and provided technical assistance and feedback to the provincial coordinators in the provincial offices.

Administration handled all office communication and liaises with police, local authorities, government officials, community networks, and NGOs. Administration ensured the safety and security of staff members. Telephone, facsimile and email was used over the last twelve months to communicate directly with various government institutions, police, and military police to coordinate assistance in instances of rescuing victims. Administration was responsible for the maintenance and security of all vehicles and ensured scheduled staff meetings took place and followed set agendas. They also took care of the stock logistics for all programs, such as stationery.

### **4.3 Strengthening Management System**

Strengthening Management System aims to ensure that CWCC provides the highest standards of transparency, accountability and services to its clients and donors. The CWCC Management Team is composed of the Executive Director, Program Manager, Financial Manager, Human Resource Officer and three Regional Managers representing Phnom Penh, Banteay Meanchey, Siem Reap and Kampong Thom. The Management Team is led by the Executive Director who is supervised by the Board of Directors.

Within this reporting period, CWCC has developed the TOR of Executive Committee, TOR of Provincial Committee, TOR of officer in charge and grievance policy and those were shared with all CWCC staff for their comments. Those TOR and policy were finalized by CWCC management team; however they will be submitted to CWCC's board for approval. Those TOR and policy will be in place and implemented after the approval from board. Due to these TOR and policy were not implemented there is no any impact on the project within this period.

Business affairs and policies of CWCC are managed by the Board of Directors, which also defines the mandate of the Executive Director. The Executive Director is the full-time coordinator of the organization and reports to the board on a regular basis regarding CWCC’s activities and progress.

The management team met regularly during 2014 to update the progress of project implementation and funding, and bring issues not solved at the provincial level to the monthly management committee meeting at the head office for discussion and recommendations.

Currently, CWCC has 116 staffs (61% female) of which 14 are based at Head Office, 27 at Phnom Penh Office, 34 at Banteay Meanchey Office, 34 at Siem Reap office, and 7 at Kampong Office.

**Number of CWCC’s staff**

Office	Number of staff	Female Staff
Head Office	14	10
Phnom Penh	27	17
Banteay Meanchey	34	17
Siem Reap	34	22
Kampong Thom	7	5
<b>Total</b>	<b>116</b>	<b>71</b>

The management team has worked closely with executive director to review all existing policies, and financial management manual in order to have better implementation of the organization. Currently, staff policy, gender policy and child protection policy were approved by CWCC board director. During the staff meeting, the policies were integrated in order to well inform to all relevant staff. Within this reporting period, the management team also developed the TOR of Executive Committee, TOR of Provincial Committee, TOR of officer in charge and grievance policy.

#### **4.4 Human Resources Development**

During this reporting period, CWCC staffs attended capacity building programs according to their needs. Those capacity building programs are:

- During 2014, 4 project staffs of CWCC have attended one training course on “Value Chain” conducted by LWD held on 17-21 of March 2014 at LWD meeting room. The training aimed to provide knowledge of VC to the participants on the following points: (i) to define concept and principle of value chain perspective in rural development, (ii) to articulate concepts of VC assessment and practical tools, (iii) to define some possible intervention strategies and solutions in value chain development project, and (iv) to develop action plan for integrative VC in project design. At the end of the training, the project staff gained more understanding on VC and be able to put into practice at their working areas. Thus, they are going to conduct this training to the saving group members in the targeted community.

- During 2014, CWCC hired the consultant, CEDAC, to organize training for staff on “Small Business Management” held on 1st- 3rd of July 2014 at CWCC Phnom Penh regional office. Total of 21 participants (14 females) attended this training, and all of them are CWCC’s staffs coming from Phnom Penh (10), Siem Reap province (7), Banteay Mancheay province (3), and Kompong Thom province (1). The purposed of the training is to increase knowledge and capacity of CWCC’s staffs on market opportunities analysis, small business management skills, and preparation of a small business plan appropriate with community members especially for women. There were 6 topics presented and discussed in this course included: (i) How to support the target groups to run a business successfully, (ii) Marketing strategy (4Ps), (iii) Prepare a business plan, (vi) Income, cost and net profit, (v) Ways that business operators need to cooperate with others, (vi) Ways to run a social business. The training gone smoothly and fruitfully because trainers used participatory methods that allows all participants actively participate in discussion, sharing experiences and ideas, and doing group exercise. Upon the completion of training, the staffs gained more knowledge and feel more confidential to transfer the knowledge to their target group, and belief that the beneficiaries apply it into reality of living and successfully managing their business.
- During 2014, CWCC hired the consultant, CEDAC, to organize training for staffs on “Social Safety Net and Saving Group form into cluster based Federation” held on 26-29, August 2014 at Orchhide Restaurant located in Phnom Penh. Total of 29 participants (21 females) attended this training including CWCC’s staffs and saving group committee whose from Siem Reap city and Kralanh district. There were 16 saving committee members and 13 CWCC’s staffs (5 staffs in Phnom Penh, 3 staffs in Banteay Meanchey, 4 staffs in Siem Reap, and 1 staff in Kompong Thom province). The training aimed to increase knowledge and capacity of CWCC’s staffs and saving group committees on the concept and practical experiences of a cooperatives and saving group cluster/federation. To achieve the aims of training, the consultant focused on the following topics: (1) 7 principles of a cooperative, (2) interaction between saving cooperative, agricultural production and social business, (3) advantages and disadvantages of a savings and credits network, (4) steps to form savings and credits cooperative network, (5) statute and internal regulation (by-law) of a saving and credit cooperative network, (6) advantages and disadvantages of cooperative’s monthly, annually meeting and general assembly, (7) national saving and credit cooperative, (8) how to select committee members and their role and responsibilities (9) action plan of saving and credit cooperative, (10) Best practice of a successful saving and credit cooperative, (11) how to collect and use collective fund of the cooperative?; and (12) financial report of saving and credit group/cooperative (balance sheet, income statement and cash flow management). As a result, most of participants gained more understanding over the 12 topics and willingness to apply the concept into practice.
- CWCC organized exchange visit for CWCC’s staffs and saving committees to visit two business groups of CEDAC in Prey Veng province on 28 of August by taking the opportunity from the training of social safety net, so upon three days training with theory, the participants had one day opportunity to visit two business groups and learnt from those group of success and failure. Coming from the visited, the

participants had present their reflection on what they seen and asked, so; they can apply the good point into practice and improve the weak points for their business success in the future. At the end of the visit, it was observed that all participant enjoyed exchange visit because they noticed lots of good points of business success, for instance, forming saving group successfully should have reserve fund and support fund, business structures/policies/document, strong business leader, a kind of business for group members, a business leader who highly committed and have wisely vision, and team spirit. All of these points have highly motivated the participants to perform well when returning to back.

## **5. CHALLENGES AND SOLUTIONS**

During this reporting period, some challenges and solutions were identified:

- Some cases were delay especially criminal cases due to the suspicious could not be arrested. The project tried to follow up with the court to push up the case process.
- Minor survivors of sexual abuse could not recognize the perpetrators, so it is difficult in dealing the cases to court. In collaboration with police and local authorities, the project team tried to work with the victims, relatives and neighbor to collect information and evidences in order to support the cases.
- The compensation orders were not so effective because some of the perpetrators did not pay for and left the prison without payment to the victims. CWCC lawyer and manager invested many times to advocate the court for taking compensation order into account.
- Majority of human trafficking did not want to file complaints against perpetrators as they do not want to spend their time to go with court process. CWCC lawyer provided several legal counseling to them for their decision making.
- Drop-out of school of girl scholarship recipients was the challenge in keeping the girl in school due to their poverty and need to migrate to other places for income earning including migration to Thailand. The project team worked closely with networks to visit the girls and their family many times in order to provide consultation on the importance of girl access to education and impact of unsafe migration.

## **6. LESSONS LEARNT**

Lessons learnt by CWCC during this reporting period are as follows:

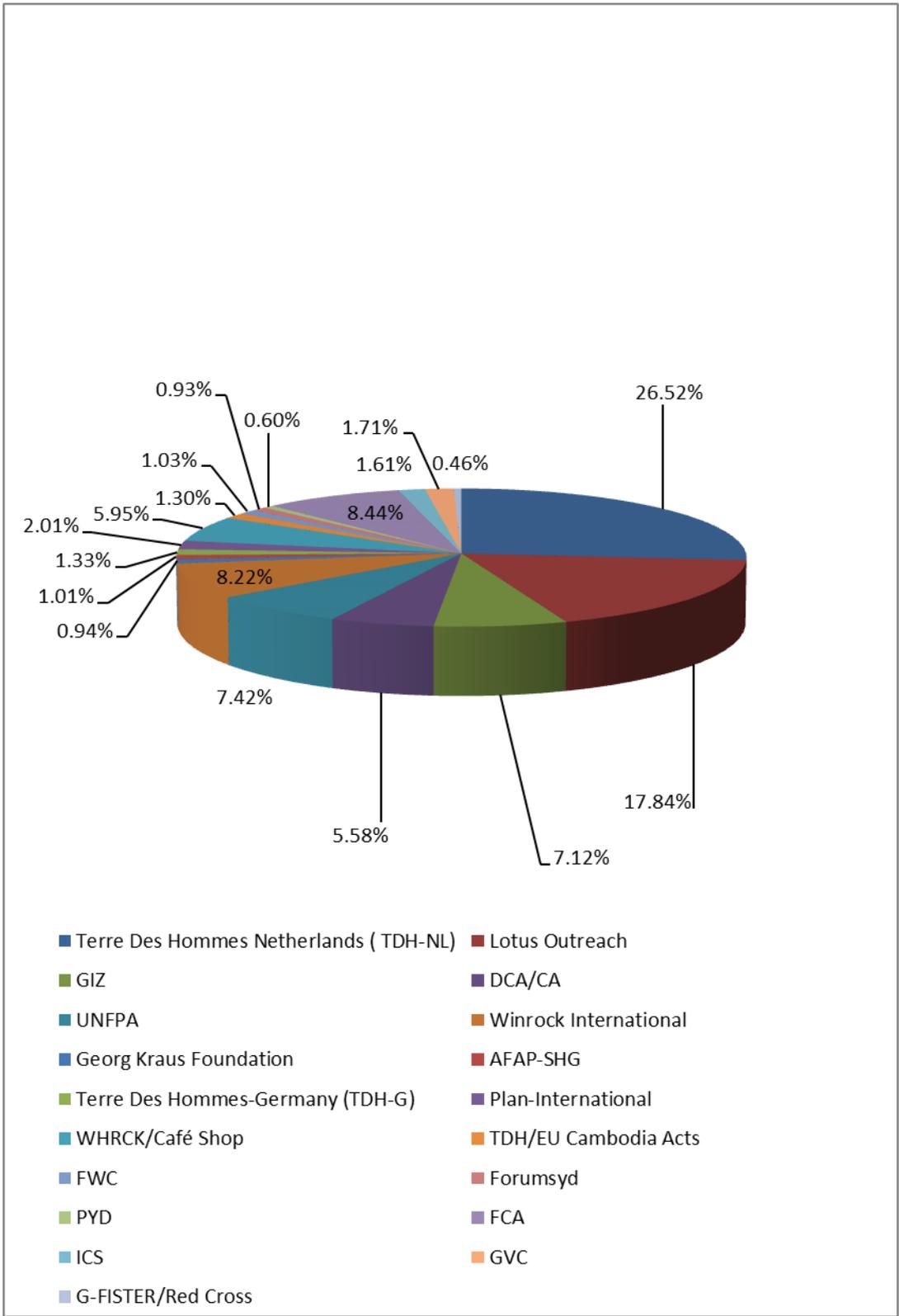
- The services including the counseling to abusive husband of reintegrated survivors who decided to get together with their husbands helped reduce their risk of being victimized of domestic violence.
- District based multi-sectoral networks (DBMSN) involving different stakeholders represent a good model for providing appropriate responses to GBV survivors.

- Mentoring for the counselor from a psychologist who utilizes a Strengths Approach, has improved the counselor’s therapeutic skills and effectiveness.
- Changing the focus of group counseling sessions from managing problems to a focus on identifying and utilizing personal strengths, appears to have influence the attitudes of the women and children in the shelter in a positive way, and built a more supportive environment for the clients.
- As traumatized clients often experience symptoms of severe depression, the provision of suicide and self-harm assessment training to the shelter counselor and care taker has proved it was helpful. They are now better able to assess risk of suicide or self-harm and have a process and form to work through if the need arises.

## FINANCIAL STATEMENT

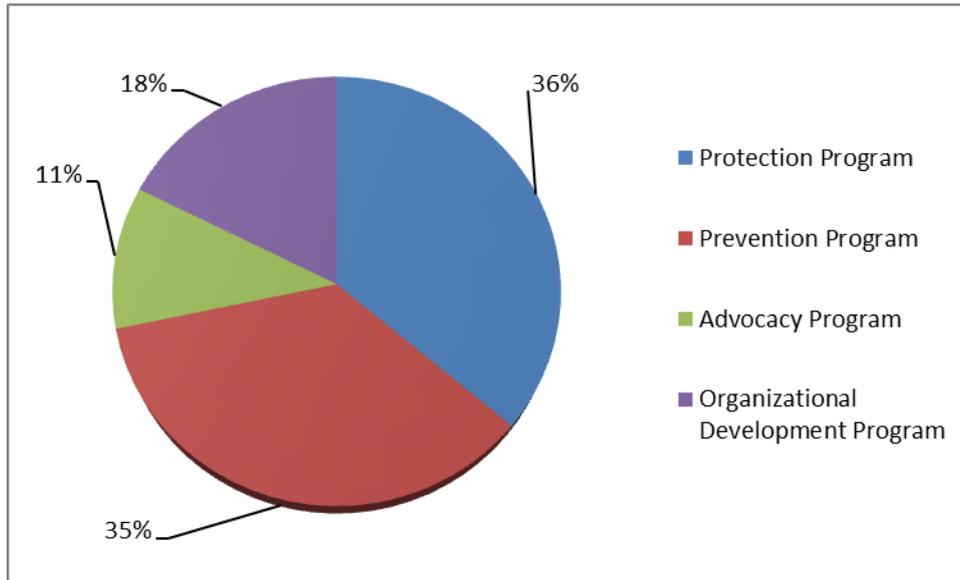
### 1. Financial Budget 2014

<u>Donors</u>	<u>Income</u>	<u>Percentage</u>
Terre Des Hommes Netherlands ( TDH-NL)	387,361	26.52%
Lotus Outreach	260,565	17.84%
GIZ	104,014	7.12%
DCA/CA	81,497	5.58%
UNFPA	108,439	7.42%
Winrock International	120,031	8.22%
Georg Kraus Foundation	13,700	0.94%
AFAP-SHG	14,737	1.01%
Terre Des Hommes-Germany (TDH-G)	19,379	1.33%
Plan-International	29,355	2.01%
WHRCK/Café Shop	86,950	5.95%
TDH/EU Cambodia Acts	19,046	1.30%
FWC	14,990	1.03%
Forumsyd	13,543	0.93%
PYD	8,751	0.60%
FCA	123,251	8.44%
ICS	23,508	1.61%
GVC	24,978	1.71%
G-FISTER/Red Cross	6,754	0.46%
<b>Grand Total</b>	<b>1,460,848</b>	<b>100.00%</b>



## 2. Financial Expenditure 2014

Description	Expenditure	Percentage
Protection Program	556,656	36%
Prevention Program	545,980	35%
Advocacy Program	165,110	11%
Organizational Development Program	270,570	18%
<b>Total</b>	<b>1,538,316</b>	<b>100%</b>



## Contact us:

### Head Office

- ✚ Address: #13C, Str. 331, Boeung Kok II, Toul Kok, Phnom Penh, Cambodia.
- ✚ Postal Address: PO Box 2421
- ✚ Telephone: (855-23) 997967
- ✚ Fax: (855-23) 987158
- ✚ Email: HOadmin@cwcc.org.kh
- ✚ Website: www.cwcc.org.kh

### Phnom Penh Office

- ✚ Address: #42F, Str. 488, Phsar Doem Thkav, Chamkarmon, Phnom Penh, Cambodia.
- ✚ Postal Address: P.O Box 2421 & CCC box 356.
- ✚ Telephone: (855-23) 987158
- ✚ Fax: (855-23) 987158
- ✚ Email: PNPadmin@cwcc.org.kh PNPmanager@cwcc.org.kh

### Banteay Meanchey Office

- ✚ Address: # 80, 81 Phum Palilay, Sangkat Poipet, Poipet City.
- ✚ Telephone/Fax: (855-54) 967 144
- ✚ Email: BMCadmin@cwcc.org.kh BMCmanager@cwcc.org.kh

### Siem Reap Office

- ✚ Address: 198, Stoeng Thmey Village, Sangkat Svay Dangkum, Siem Reap Town, Siem Reap Province
- ✚ Telephone/Fax: (855-63) 963 276
- ✚ Email: SRPadmin@cwcc.org.kh SRPmanager@cwcc.org.kh

### Kampong Thom Office

- ✚ Street Address: #52, Group 8, St. 2, S/K K. Thom, Steung Sen, Kampong Thom.
- ✚ Telephone/Fax: (855-62 ) 210 515
- ✚ Email: KPTadmin@cwcc.org.kh KPTmanager@cwcc.org.kh

