



# CWCC'S SIX-YEAR STRATEGIC PLAN (2022 – 2027)



**“HELPING WOMEN HELP THEMSELVES”**

**PHNOM PENH, CAMBODIA**

**November 2022**

# CONTENTS

<b>A MESSAGE FROM EXECUTIVE DIRECTOR.....</b>	<b>3</b>
<b>I. BACKGROUND.....</b>	<b>5</b>
1.1. Cambodia’s Emerging Context .....	5
1.2. CWCC’s History .....	6
1.3. CWCC’s Role in Cambodia.....	7
1.4. CWCC’s Target Areas .....	8
1.5. CWCC’s Office MAP in Cambodia .....	8
1.6. Target Groups/Beneficiaries.....	9
1.7. Timeframe.....	9
1.8. CWCC’s Approaches .....	9
<b>II. CWCC’S VSION, MISSION, GOALS AND VALUE.....</b>	<b>10</b>
<b>III. CWCC’s STRATEGIC PLAN (2022 – 2027) .....</b>	<b>11</b>
3.2.1. Angle 1: Prevention Strategy .....	14
3.2.2. Angle 2: Protection Strategy .....	15
3.2.3. Angle 3: Advocacy Strategy .....	16
3.2.4. Angle 4: Organizational Development Strategy .....	17
<b>IV. REVIEW OF MECHANISM .....</b>	<b>18</b>
<b>V. CONCLUSION.....</b>	<b>18</b>
<b>VI. APPENDIX I: ORGANIZATIOANL STRUCTURE .....</b>	<b>19</b>

## A MESSAGE FROM EXECUTIVE DIRECTOR

The Cambodian Women's Crisis Center (CWCC) is a local non-profit and non-governmental organization working to promote and protect the rights of women and children, especially girls for a peaceful and gender equitable society in Cambodia. CWCC is one of the leading women organizations, that has been working to establish equality between men and women toward creating happy, safe and healthy family and society. To achieve this goal, CWCC work to eliminate violence against women and children, especially girls through a four faceted approaches, prevention, protection, advocacy and organizational development.

Prevention focuses on awareness-raising in public both at national and community levels, protection is achieved by providing services for women and girl survivors including psychological social and legal assistance: legal consultation and prosecuting perpetrators. Another strategy is advocacy that aims to lobby and influence communities and duties bearers to understand the critical issues affecting women and children to take action for a better future generation in Cambodia. The organizational development is core strategy for human resources development within the organization and to ensure the transparency and accountabilities for donor and government partners. ensure staffs are well capacitated with knowledge for all related programs including financial and program management. ***The mission of CWCC is to empower women and children***



***with specific goal "Helping Women help Themselves".***

Over 20 years, CWCC has become a well-known NGO serving Cambodian women and girls from marginalised groups in Cambodia to have better livelihoods and opportunities for access to education. Every year, a number of woman and girl survivors of domestic violence, sexual abuse, human trafficking have received psychological, social and legal services provided by CWCC.

During the COVID-19 lockdown CWCC has also provided emergency supports such as cash transfer, food support and hygiene materials for women and children in target area in compliance with government social protection framework to ensure that ***"Leave No One Behind"***.

Under the scope of this Six-Year Strategic Plan (2022-2027) CWCC will focus on four main Angles: Prevention, Protection, Advocacy and Organizational Development.

These strategies will help women and children not just a short-term solution, but also a long-term solution with sustainable

livelihoods.

On behalf of CWCC, I would like to take this opportunity to express my sincere gratitude to all donors, community members, stakeholders, local authorities and relevant government ministries for their commitment and support.



**Ms. Pok Panhavichetr**  
Executive Director



## I. BACKGROUND

### 1.1. CAMBODIA'S EMERGING CONTEXT

National machinery and mechanisms are in place to promote gender equality in Cambodia. However, majority of women and children, especially girls in rural areas have limited access to their basic necessities of life, facing unequal access to healthcare, education, employment and political participation. Many women and girls are challenging with issues related to violence. The impacts of violence against women lead to diminished human capital as well as government fulfilment the human rights, especially the rights of women and children as stated in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and Convention on the Rights of the Child (CRC) to which Cambodia is the signatory.

Cambodia, emerging from years of intense civil war and suffering and is still one of the poorest countries in Southeast Asia, despite huge increased in economic development in the past decade. The implementation of recent updated laws and international protocols on violence against women and children are under way. There is a need to promote understanding, these laws, policies and

regulations at various levels, especially at the subnational level. CWCC works to educate community and duty bearers about these laws at sub-national level is important as it contributes to the government commitments on

combating violence against women and children in Cambodia.

Poverty is a cross-cutting issue in all works of CWCC. Lack of access to education and resources impacted on the life of women and children, especially girls and these impacts have been exacerbated by recent COVID – 19 pandemic that affected on women's employment particularly factory jobs. In addition, climate change has increased poverty, which leads to increases in undocumented migration that would be the cause of human trafficking. To address this issue, it requires a collective effort that CWCC shall work with NGOs and government stakeholders.

CWCC has been working closely with its donors with mindful of shifts and flexible funding support to address these emerging issues for the best interest of women and children, especially girls.



## 1.2. CWCC's HISTORY

Cambodian Women's Crisis Centre was founded in 1997 and registered with the Ministry of Interior in 1998 with a simple goal "Helping Women Help Themselves". Three women launched CWCC as a local response to a local problem, having witnessed the suffering of women and children, especially girls from the consequences of war and various forms of violence against women and children. With the generous support from Terre des Hommes Germany and the Netherlands they opened one small shelter in Phnom Penh, placing leaflets in local police stations, not imagining that within a few days their 25-place refuge would be filled.

The work of the CWCC has expanded from a crisis shelter in Phnom Penh to branch offices in the provinces of Banteay Meanchey (1999), Siem Reap (2001), Kampong Thom (2012) and

Kampong Speu (2019). Social assistance at the early stage also expanded to legal protection, community organization, economic empowerment and advocacy work at national and international level. CWCC's program fills a critical gap left by government in providing services to survivors of violence.

Currently, CWCC has concluded its Six-year Strategic Plan (2015-2020) successfully. To respond to the current context related to Violence Against Women Executive Management team takes a lead to review and assess the effectiveness in the implementation of previous Strategic Plan (2015-2020) and to identify key emerging issues, challenges and opportunities for CWCC to define strategic direction in the next Six years covering period 2022 to 2027.





### 1.3. CWCC'S ROLE IN CAMBODIA

CWCC promotes the elimination of violence against women, gender justice and a culture of peace by implementing a two-pronged approach: protecting the human rights of women and children, especially girls by collaborating with government agencies for an effective judicial system and working towards a social change so that gender-based violence is unacceptable in Cambodian society. Reform programs for prosecuting perpetrators and mediation are encouraged as responses to this issue.

CWCC cooperates closely with key government ministries and national working groups to advocate for policy changes and gender transformation in government institutions. Partnerships built on cooperation

and trust are vital to this work of social change. Lessons learnt from CWCC community-based interventions can be replicated and also serve as a springboard for advocacy.

As results of the work of CWCC, in collaboration with that of other human rights organizations, changes can be seen in society. For instance, violence against women and children, especially girls are gradually informed and reduced; labor migration becoming understood to be a grave violation of human rights which can be eliminated only with the participation of the community and the political commitment of national leaders and policy makers.



#### 1.4. CWCC'S TARGET AREAS

The Cambodian Crisis Center (CWCC) implements its projects in various target areas responding to high degree of Violence Against Women and the needs of woman and girl survivors in terms of access to services. CWCC head office is based in Phnom Penh with four regional offices: Phnom Penh, Banteay Meanchey, Siem Reap and Kampong Thom while Kampong Speu and Kandal are network based.

#### 1.5. CWCC'S OFFICE AND OPERATION MAP IN CAMBODIA





## 1.6. TARGET GROUPS/BENEFICIARIES

Through this strategic plan CWCC's program will provide benefits and work in partnership with the following target groups:

1. **Direct target group:** Women and children especially girls who are affected by and/or the vulnerable to all forms of violence including domestic violence, sexual abuse and human trafficking and perpetrators.
2. **Indirect Group:** Perpetrators, men in the communities, Network Members, local and traditional leaders, duty bearers/local authorities, government officials, non-government workers and media personnel.
3. **Secondary Target Group:** General public.

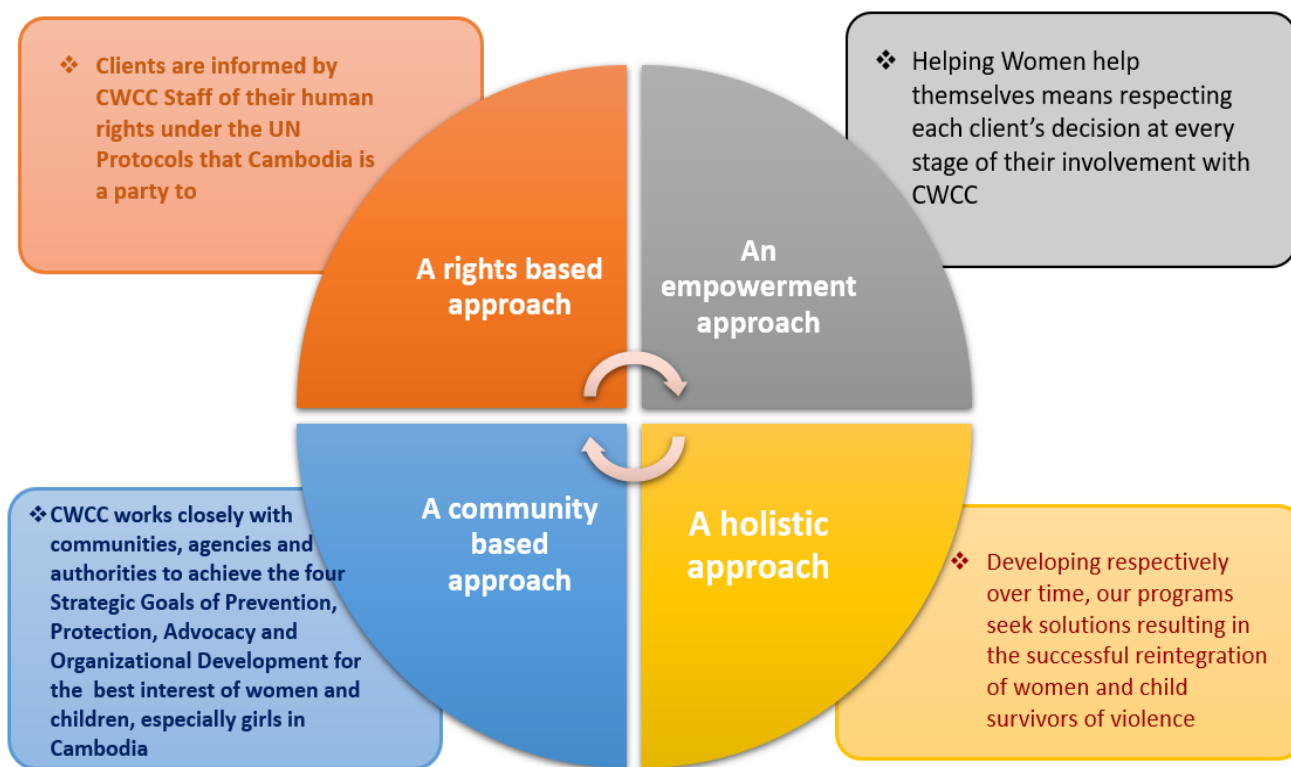
## 1.7. TIMEFRAME

The relevance and implementation of the Strategic Plan was assessed at the end of 2022 to assess realized results and lessons learned and have contributed to the next strategic plan (2022-2027).

The previous Strategic Plan covers six years (2015-2020) and was implemented through two consecutive 3-year Operational Plans: 2015-2017, and 2018-2020. The COVID-19 has interrupted the process of formulation of this Strategic Plan as continuation of the previous one. Therefore, this strategic plan is intended to cover the next 6 years from 2022-2024 and 2025-2027 respectively.

## 1.8. CWCC'S APPROACHES

CWCC continues apply its four interlinked strategic approaches in its work as underlined below.



## II. CWCC'S VISION, MISSION, GOALS AND VALUE

Over the past decades, CWCC has become an outstanding as women leading organisation working to respond to issues related to violence against women recognized by the government ministries, UN Agencies and International Donor Agencies. The strategies of CWCC's (below) conform to the National Action plan to Prevent Violence on Women (NAPVAW III) and the Neary Rattanak IV, the Strategic Plan of the Ministry of Women's Affairs which supports the attainment of the Cambodian Sustainable Development Goals (SDGs) and in line with the policies of the Royal Government, including the Rectangular Strategy and the National Strategic Development Plan.

In supporting to these national policies, strategies and program interventions, CWCC has clearly set its Vision, Mission, Goals and Core Value as follows:

#### CWCC's Vision:

- Women and children, especially girls living in peace, security, dignity and enjoying their universal human rights

#### CWCC's Mission:

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

#### CWCC's Overall Goals:

- To contribute to the empowerment of vulnerable women and children, especially girls through protection, prevention and in order to promote a peaceful, gender-equitable and passionate society

#### CWCC's Core Values:

- Dignity: All persons regardless of their social status, gender, disability or other differences – are living with their 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

### III. CWCC's STRATEGIC PLAN (2022 – 2027)

Responding to new emerging issues related to violence against women CWCC's program intervention under this strategic plan 2022-2027 shall incorporate Gender Equality, Disability and Social Inclusion (GEDSI) and intersectionality of violence approaches into its four strategic approaches above. This will help reach out the most marginalized groups such as women and girls with disability and Lesbian, Bi-sexual, Transgender and Intersex (LBTI) who are survivors/vulnerable to

violence. This type of intervention will contribute to the government commitment to realize the Global ***Sustainable Development Agenda "Leave No One Behind" by 2030.***

Based on the results of SWOT Analysis of CWCC's program interventions and the consultation with Management Team and Staff from all Offices, the Strategic Plan 2022-2027 was developed to conform with **Four Strategic Angles** below.



**Angle 1: PREVENTION STRATEGY**

**Angle 2: PROTECTION STRATEGY**

**Angle 3: ADVOCACY STRATEGY**

**Angle 4: ORGANIZATIONAL DEVELOPMENT STRATEGY**



**The overall goal will be realized through the four strategic objectives:**

#### **Strategic Objective 1: PREVENTION PROGRAM**

- Community Mobilizing to End Violence Against Women and Children especially girls and marginalized groups such as Lesbian, Bi-sexual, Transgender and Intersex (LBTI)
- Safe Migration and Reduction of Trafficking
- Anger Management for Men
- Promoting Girls' Access to Education
- Women's Economic Empowerment

#### **Strategic Objective 2: PROTECTION PROGRAMM**

- Promoting Community Network to Protect Women and Children, especially Girls from All Forms of Violence
- Legal Services Provision including Investigation, Legal Counselling and Presentation
- Safe Shelter for Women and Children, especially girls
- Reintegration and providing support of Literacy, Vocation and Life Skills Training
- Disability and social inclusion to end Violence Against Women and Children

#### **Strategic Objective 3: ADVOCACY PROGRAM**

- Communications & Publications
- Cooperation with Government and other stakeholders at national and international levels
- Information Sharing and Management

#### **Strategic Objective 4: ORGANIZATIONAL DEVELOPMENT**

- Program Management
- Strengthening Management Systems: financial and administrative
- Human Resource Development
- Development and Implementation of fund raising strategy

### **3.2. Strategic Objectives, Focused Areas and Expected Results**



### 3.2.1. Angle 1: Prevention Strategy

#### STRATEGIC OBJECTIVE 1:

To prevent violence against women and children; with disability and social inclusion by engaging the community, local authorities and law enforcement in establishing a safe, involved and supportive community.

FOCUSED AREAS	EXPECTED RESULTS
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 1:</b> Building social capital by strengthen capacity of community-based organization and duty bearers in target communities to take action to prevent violence against women and children especially girls and marginalised groups - LGBTI</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 1:</b> Duty bearers and community members are capacitated and able to prevent discrimination and violence against women, children especially girls and marginalized groups such as LGBTI in their respective communities</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 2:</b> Promote community awareness on safe migration and trafficking through training and mobile outreach activities</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 2:</b> Community members gained knowledge on safe migration and trafficking and migrate smartly and safely</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 3:</b> Engaging men to promote their active participation in non-violence action to prevent violence in households and communities</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 3:</b> Men in target communities changed their abusive behavior and actively participate in community awareness raising and taking action for peaceful conflict resolution to reduce violence in their respective households and communities.</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 4:</b> Promote girls' access to education and vocational skill training to increase employment opportunities and decrease vulnerabilities to any form of violence</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 4:</b> Vulnerable girls in target community have access to education, vocational skill training and employment and being free from violence</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 5:</b> Promote women's access to income generation opportunities to improve their livelihoods that help them to prevent all forms of violence</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 5:</b> Vulnerable women have access to resources (soft and hard skills) that help them to improve livelihoods and to take action to prevent any form of violence against them</li> </ul>





### 3.2.2. Angle 2: Protection Strategy

#### STRATEGIC OBJECTIVE 2:

To protect woman and girl survivors by facilitating access to legal services and facilitating physical and psychological healing leading to economic and social reintegration.

FOCUSED AREAS	EXPECTED RESULTS
<ul style="list-style-type: none"><li>▪ <b>Focus Area 1:</b> Strengthen the capacity of duty-bearers and communities to monitor and intervene in cases related to violence against women.</li></ul>	<ul style="list-style-type: none"><li>▪ <b>Expected Result 1:</b> Duty-bearers and members of community network are trained and able to protect vulnerable women and children and marginalized group such as LGBTI by intervening in cases related to violence against women in the communities including refer for services.</li></ul>
<ul style="list-style-type: none"><li>▪ <b>Focus Area 2:</b> Provide essential services (psychological, social and legal) for woman and girl survivors of violence</li></ul>	<ul style="list-style-type: none"><li>▪ <b>Expected Result 2:</b> Woman and girl survivors have access to essential services such as safe shelter, psychological counseling and legal services including information, legal advice and investigation, legal counseling/consultation and legal are presentation that help access to the justice system for legal redress and compensation.</li></ul>
<ul style="list-style-type: none"><li>▪ <b>Focus Area 3:</b> Provide recovery services including life skill that help woman and girl survivors to rebuild their lives</li></ul>	<ul style="list-style-type: none"><li>▪ <b>Expected Result 3:</b> Woman and girl survivors gained self-confidence and a sense of self-reliance through vocational skills, life skills, literacy skills and small business management trainings at the safe shelter.</li></ul>
<ul style="list-style-type: none"><li>▪ <b>Focus Area 4:</b> Facilitate woman and girl survivors to access a safe and secure reintegration that help build their self-reliance and general well-being.</li></ul>	<ul style="list-style-type: none"><li>▪ <b>Expected Result 4:</b> Women and girls are reintegrated into their families and communities (based on their options) and are assisted to rebuild their lives and self- reliance.</li></ul>



### 3.2.3. Angle 3: Advocacy Strategy

#### STRATEGIC OBJECTIVE 3:

To advocate directly and through alliances for legislative and/or policy reform and enforcement which promote gender transformation to uphold the human rights of women

FOCUSED AREAS	EXPECTED RESULTS
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 1:</b> Use data base and research to strengthen evidence-based advocacy measures resulting in legal and policy reforms which ensure gender equity and reduction of violence against women in the society.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 1:</b> Data on the violation of women's human rights especially violence against women is collected by CWCC and widely disseminated to civil society, NGO coalitions, state institutions and the wider public resulting in a shift in public opinion on the issues related to violence against women.</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 2:</b> Stimulate and mainstream the issues of DV, GBV and TIP and unsafe migration, and women's making decision etc. into government policies and program implementation, specially at the subnational level effectively. Build alliances with civil society and state institutions to lobby for and support appropriate legislative and policy reform that promotes gender equity. For example, follow CEDAW protocol to advocate for non-discrimination against women and girls</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 2:</b> There is an improvement in the implementation of current legislation and policies, as a result of CWCC's work with relevant NGO coalitions and state institutions.</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 3:</b> Utilize social media and public campaign for social change, especially the attitude on gender discrimination, domestic violence, trafficking and sexual exploitation on women and children, especially girls</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 3:</b> Update data and information related to violence against women and girls and other marginalized groups such as LGBTI are regularly posted in websites and Facebook and other social media for awareness-raising toward social change on gender equality, domestic violence, trafficking and sexual exploitation on women and children, especially girls etc.</li> </ul>



### 3.2.4. Angle 4: Organizational Development Strategy

#### STRATEGIC OBJECTIVE 4:

To ensure CWCC's program: Protection, Prevention and Advocacy perform at the highest level by promoting effective organizational management systems and human resource development.

FOCUSED AREAS	EXPECTED RESULTS
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 1:</b> Review and update organizational policies and important documents to comply with government legislative requirements and to ensure the highest level of integrity and a positive working environment.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 1:</b> Key policies are in place in place responding governments and donors' requirements including Child Protection, Sexual Harassment Personnel Policies and Safeguarding procedures. Strategic and Operational Plans are effectively implemented</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 2:</b> Ensure high quality management, financial and administrative systems by evolving rigorously maintained procedures for efficiency, transparency and accountability.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 2:</b> Financial and administrative management systems and procedures are in place with efficiency, transparency and accountability</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 3:</b> Build staff capacity for greater participation in program design and effective implementation for a more profound impact on combating VAW in Cambodia.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 3:</b> Staff have capacity to implementation program addressing issues related to violence against women and human rights of women and children in effective and efficient manner.</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Focus Area 4:</b> Develop resource mobilisation guidelines/strategy to ensure sustainability of CWCC</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Expected Result 4:</b> Resource mobilization guidelines are in place that help CWCC to mobilise resources for program implementation in a sustainable manner.</li> </ul>



## **IV. REVIEW OF MECHANISM**

### **How Programs Report to Management and Board of Directors**

#### **Board of Directors**

The Board meets at least twice a year and more often if necessary. During the bi-annual meetings CWCC Management Committee reports to the Board on organizational overview, program achievements and financial situation.

#### **Internal Monitoring and Evaluation**

Program/project frameworks are used as basis for monitoring the progress of the program. The CWCC Executive Director, Program Manager, the Finance Manager, and the HR Officer regularly visit all programs for following up and making changes as necessary. Regional managers run the day-to-day operations of regional offices to ensure proper implementation, and conduct monthly monitoring visits to programs. Internal evaluations are conducted annually and results are incorporated in the narrative progress report. A midterm review of the Strategic Plan (2022-2027) will take place in September – November 2024, and will help to formulate or revise the Strategic Plan where necessary.

#### **External Monitoring and Evaluations**

Funding Partners schedule regular on-site visits to provide assessment of the progress and impact of programs and provide valuable feedback. External consultants are recruited to assist in periodic evaluations and consultations.

#### **Financial and Budgetary System Restructuring**

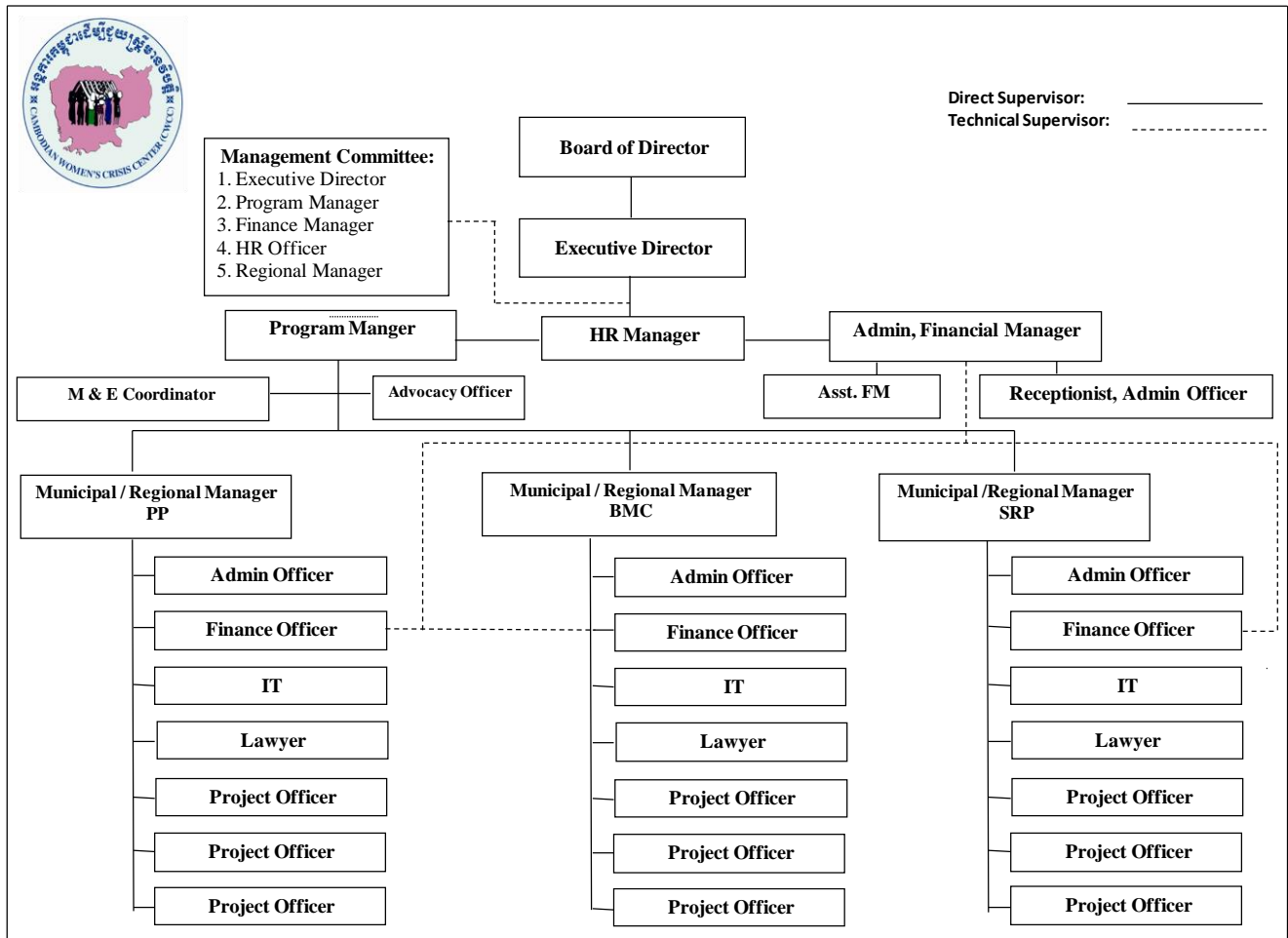
CWCC has a sound financial system in place, is annually audited by a reputable international firm and is seeking to further develop its financial system to support growth.

## **V. CONCLUSION**

This update of the current strategic plan is made based on the result a participatory review process, and affirmed where CWCC is going for the next years. This strategic plan update does not take CWCC in a new direction but confirms and enhances the four strategic directions of the current strategic plan. CWCC remain committed to the Strategies of Prevention, Protection, Advocacy, supported by efficient Organizational Development in order to see women and children, especially girls living in peace, security and dignity and enjoying the best interest their rights.

With the successful implementation of the Strategic Plan (2025-2020), however, some cross-cutting approaches shall be included for the new the strategic plan and program interventions such as intersectionality of Gender Equality on Social Inclusion and the impact of climate change, social protection for marginalized groups (people with disability, LGBTI etc.) will be incorporated and implemented this 6<sup>th</sup> Strategic Plan 2022-2027.

## VI. APPENDIX I: ORGANIZATIOANL STRUCTURE



The Board Directors of the CWCC consist of five well-known leaders of prominent Cambodian human rights groups. The Chairperson, Mrs. Kien Sereyphal, Founder and former President of the Cambodia Women's Development Agency (CWDA) and currently is an Independent Consultant.

Attorney Mr. Sok Sam Oeun, is the President of Amarin lawyer firm. Mrs. Lim Siv Hong, former Program Manager of The Asia Foundation responsible for Gender and Development and currently is Country Coordinator of Give to Asia, funding agency base in United State. Mr. Chea Pyden,

Executive Director of the Vulnerable Children Assistance Organization (VCAO) which works to protect the rights of the child and promote child participation, and Mrs. Pen Monorom who is currently the Deputy County Director of Population Service (PSI) US based organization that is unique organization working to on Sexual and Reproductive Health in Cambodia. The roles of Board are to provide strategic guidance's and recommendations ensuring that CWCC is fully comply with relevant laws in Cambodia and its programs are implementation in the right direction and in effective manner.

The other organs of CWCC are the anagement Committee (MC), which runs the daily

operations, consists of the Executive Director, a Program Manager, four Regional Managers, the Human Resource Manager and the Financial Manager.

The mandate of the CWCC's management committee and the Board of Directors is defined in the By-Laws. The Board of Directors hires and establishes the roles and responsibilities of the Executive Director, who leads the Management Committee. Other staff members have accepted the internal rules of the CWCC, which are described in the "Cambodian Women's Crisis Center's Staff Policy. This policy contains the rules and regulations that staff-members follow.



**HEAD OFFICE:**

#13c. St. 331, Boeung Kak II,

Toul Tork, Phnom Penh

Tel : 023 997 967

E-mail : [director@cwcc.org.kh](mailto:director@cwcc.org.kh)Website : [www.cwcc.org.kh](http://www.cwcc.org.kh)Facebook : <https://www.facebook.com/CambodianWomensCrisisCentercwcc>

PHNOM PENH	BANTEAY MEANCHEY	SIEM REAP	KAMPONG THOM
#42F, St. 488, Phsar Doeum Thkav, Chamkarmorn, Phnom Penh	Borey Kimloun, Psakandal, Psakandal, Krong Poipet, Banteay Meanchey Province	Svay Dangcum, Svay Dangcum, Siem Reap	# 8, Domrei Chhankla, Domrei Chhankla, Stoeng Sen, Kampong Thom
Tel: (855-23) 987 158	Tel: (855-87) 909 020	Tel: (855-63) 963 276	Tel: (855-62) 210 515
E-mail: <a href="mailto:PNPadmin@cwcc.org.kh">PNPadmin@cwcc.org.kh</a>	E-mail: <a href="mailto:BMCadmin@cwcc.org.kh">BMCadmin@cwcc.org.kh</a>	E-mail: <a href="mailto:SRPadmin@cwcc.org.kh">SRPadmin@cwcc.org.kh</a>	E-mail: <a href="mailto:KPTadmin@cwcc.org.kh">KPTadmin@cwcc.org.kh</a>