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(ផ្លូវភេទ) លើកុមារក្នុងប្រទេសកម្ពុជា  
NGOs Coalition to Address (Sexual)  
Exploitation of Children in Cambodia  
(COSECAM)

# Biennial Report (2008 - 2009)



## TABLE OF CONTENTS

Contents .....	ii
Abbreviations.....	iii
Message from the Chairman of the Steering Committee.....	iv
Message from the Coalition Director.....	v
Cambodia Contextual Analysis by John Vijghen .....	vii
1. COSECAM .....	01
1.1 Goal.....	01
1.2 Why a coalition .....	01
1.3 Core value .....	01
1.4 Strategy .....	01
1.5 Objectives .....	01
2. What We Do?.....	01
2.1 Strengthening of the Institutional Framework .....	02
2.2 Capacity Building and Empowerment .....	03
2.3 Protection, Recovery, Rehabilitation and Reintegration.....	10
3. Lessons learned.....	14
3.1 Strengthening institutional framework .....	14
3.2 Capacity building empowerment .....	14
3.3 Protection, recovery, rehabilitation and reintegration.....	15
4. The year 2010 and beyond.....	15
5. The Steering Committee and Staff.....	15
5.1 The Steering Committee .....	15
5.2 Staff Members .....	15
5.3 Advisor and Volunteers .....	16
6. Financial Report on Fiscal Year 2008-2009 .....	16

## **ABBREVIATIONS**

ATRO	Anti-Trafficking and Reintegration Office
BIG C	Border Issues Group for Children
BRC	Border Repatriate Center
CARAM	Coordination of Action Research on AIDS and Mobility in Cambodia
CCM	Coordinated Case Management
CDRI	Cambodia Development Resource Institute
CETHCam	Creating a Legal & Sustainable Environment for Trafficked Human Being from and Cambodia
DoSAVY	Department of Social Affairs, Veterans and Youth Rehabilitation
EU	European Union
GSO	Girls Speak-Out
ICCO	Interchurch Organization for Development Cooperation
LEASETC	Law Enforcement against Sexual Exploitation and Trafficking of Children Project
LRC	Local Resource Committee
MNN	Migrant NGOs Network
MoSAVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
NTF	National Task Force
PUC	PANNASASTRA University of Cambodia
WG-PR	Working Group of National Task Force on Protection and Reintegration

## Message from the Chairman of the Steering Committee

Since 2001 it has been a challenging but rewarding task to bring great change and development to the whole COSECAM Coalition. We have been carrying out a lot of activities pursuant to the Coalition's vision, goals and objectives in order to improve the protection of children and youths, and respond to their basic needs - especially, when they are being abused, exploited or maltreated. Victims need both morale and material supports to escape from abuses, insults, and maltreatment from powerful, rich and influential figures in society.



For the last two years, COSECAM, as a non-governmental organization, has played a crucial role in contributing to the enhancement of democracy and fundamental human rights in Cambodia. In this sense, the contributory role refers to intervention in preventing and combating all forms of abuses against women and children. There are three main activities that include (1) strengthening of the institutional framework. This has been through strengthening institutions, systems and procedures to facilitate law enforcement and protection, return of trafficked and migrated persons, in particular children and youths, and their families, and their sustainable reintegration into society. (2) Capacity building and empowerment: It has raised awareness of and enhanced capacity to deal properly with migrant issues. (3) Protection, recovery, rehabilitation and reintegration: It has established an effective national coordinated system for victim protection and assistance. All activities have been undertaken throughout Cambodia, including rural areas such as along the Thai-Cambodian and Vietnam-Cambodian border.

In addition, COSECAM has continued to strengthen and expand its working in partnerships with organizations both inside and outside Cambodia.

As the Chairman of the Steering Committee, I have a great admiration for all these accomplishments and highly appreciate the strong morale and willingness of COSECAM's staff members who have used their time, strength and wisdom to contribute to these fruitful accomplishments. I'd also like to take this opportunity to show my great admiration for the Coalition's membership organizations, especially all the Coalition's donors who are cooperating in helping COSECAM to achieve its plans. In this sense, I may say that the whole Coalition cannot operate and would not have become what it is today without the generous support from its donors and members.

In response to the above mentioned efforts, as the Chairman of the Steering Committee I appreciate and will continue to support these efforts. I will continue to oversee that the activities carried out by COSECAM truly correspond to the needs of Cambodian children and youths and provide them with good opportunities through freedom, dignity and harmonious life in society.

Best regards  
Sok Sam Oeun  
Chairman of the Steering Committee and  
Executive Director of Cambodian Defenders Project (CDP)

## Message from the Director

Over the last couple of years (2008-09), the NGO Coalition to Address (Sexual) Exploitation of Children in Cambodia, also called COSECAM continued to produce remarkable achievements to realize the moto: “*One stick breaks easy, but a bunch of sticks is unbreakable*”. I like to highlight the following accomplishments: 1) A better adjusted and improved legal framework to facilitate the return of trafficked and migrated persons and families and their sustainable reintegration into society through the introduction of the Coordinated Case Management system.; 2) Enhanced awareness of and capacity to deal properly with trafficking and migrant issues by government officers and staff of civil society organisations; 3) Strengthened cooperation and capacity of Member organisations to care for and support child victims of abuse, exploitation, violence and neglect. In this respect a remarkable achievement is the formation of the Psycho-social Counselling Service Association so that social workers and counsellors working at NGOs built their own capacity while providing mobile counselling services to other NGOs. Another example is the signing of an Agreement to ensure the protection of children between five Government Ministries and 42 NGOs.



Typical activities of the Coalition were organizing and participating in the Anti-Human Trafficking day on 12<sup>th</sup> December 2008 and 2009 at Poi Pet city, near the Cambodia-Thai border in cooperation with BIG C, IOM, World Vision, INTERVIDA and others. COSECAM together with ECPAT Cambodia and NGOCRC published the NGO Joint Statistics database on Trafficking and Rape in Cambodia, 2007-2008. The Coalition is continuously involved in meetings and debates with government ministries to discuss issues of child abuse, legal framework and regulation improvements, and child protection policies. COSECAM’s advocacy program team continued to empower young female victims through the Girls Speak Out project which has attracted international attention because of its unique approach. The members of the GSO group make their own program and support peers. The Coalition commissioned studies on the situation of commercial exploited children and on how NGO service providers comply with ethical and professional standards developed by the Coalition. Professional training has been provided to many NGO staff.

The Coalitions’ Secretariat has improved over the years its human resources so that there is now a very professional staff core able to execute multi-million dollar projects and complex activities. Among these activities are the support to and encouragement of the member organisations and their staff to enhance skills and increase cooperation with other organisations.. This enabled a proper management and a good governance of the Coalition whereby the active role of the Coalition Steering Committee has been crucial. This resulted in improved capacity of the coalition secretariat, increased membership participation in planning and the decision making process, more accountability through audits and reporting and an efficient program implementation.

Through these achievements, COSECAM has been recognized as an important partner by international and United Nation agencies and Government ministries. Coalition staff has been invited to participate as guest speakers or to participate in national and international events to share their experiences. In mid-2009, COSECAM was asked to be a member of the Advisory Group of the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation in Women and Children and also served as Vice-Chair of the Government Working Group on Protection and Re-integration elected by the NGO community.

The international donor community has substantially contributed to these accomplishments. Without their financial and morale support COSECAM could and can not achieve such successes. Therefore, on behalf of COSECAM I like to take this opportunity to thank our core donors ICCO and Kerk-in-Actie, the European Union, ANESVAD, INTERVIDA, Stichting Kinderpostzegels Nederland (SKN), USAID/DAI and all other sponsors; I also like to thank the members of our Steering Committee who directed the Coalition and the Member Delegates who at their semester meetings discussed the Coalition’s programs

and gave substantial input; and last but not least I like to thank our staff members and volunteers who without exception gave their best for the improvement of children in need.

Yours Truly,  
Tuon Vicheth  
Coalition Director

# CAMBODIA CONTEXTUAL ANALYSIS

## Commercial (Sexual) Exploitation of Children in Cambodia 2008-2010<sup>1</sup>

### The Situation

Cambodia is a source, transit and receiving country of victims of trafficking. Several hundreds under-aged girls enter the sex industry yearly caused by economic deteriorating conditions of many families and lack of opportunities to find decent paid jobs. Others are trafficked for sweatshop work, while very young children are 'rented' as beggar and brought to Thailand's big cities. Incidents are reported of the involvement of Government officials in the trafficking of persons and children, which would explain why there still are so few traffickers apprehended and never high-ranking officials<sup>2</sup>. A relative new trend is the trafficking of dozens of *Cham* girls sent to Malaysia as domestic servants who ended up in brothels, and of many young Khmer men who are held as slaves on fishing boats<sup>3</sup>.



The number of children being exploited as child sex workers varies considerably in research reports. The quite old but only existing study<sup>4</sup> with a scientific reliable estimate of the lowest number of child sex workers in the country, calculates that minors represent 4.5% of the prostitute population, or about 900 in total. This latter estimate of the lowest number of child sex workers in the country was confirmed by an inventory among about 80% of NGO child-care centres hosting rescued or runaway child sex workers, which found that these NGOs cared for between 200 and 300 former child sex workers per year. Assuming that the rescue rate is not higher than 30% (which is likely too high anyway) the actual number of trafficked and exploited child sex workers ranges from 900 children upwards annually. There are no reliable indications that this number is diminishing over the years despite the measures by the Government or actions by civil society organisations.

### The Legislative Framework

The National Plan of Action 'Trafficking in Persons for Sexual Exploitation' (TIPSE) for the period ending 2010 is an improvement over the former plan. It defines objectives realistically and also assigns particular responsibilities to relevant ministries and includes mechanisms for monitoring and follow-up. The Royal Government of Cambodia has drafted a new law on the Suppression of Human Trafficking and Sexual Exploitation. It is more comprehensive than the 1996 law and contains definitions of a minor as under 18, child prostitution, human trafficking (taken from the UN Protocol on Trafficking), sexual intercourse with minors under 15, procurement and inducement of child prostitution and defines child pornography. While this law improves the legal framework there is still little result seen in terms of law enforcement and no or little increase in numbers of arrests and convictions (see TIP 2010).

Cambodia has entered into bi-lateral Memoranda of Understanding (MOU) with Thailand, Vietnam and recently Malaysia in an effort to enhance cooperation and efforts to eliminate the trafficking of women and children and to assist victims of trafficking. In particular, the MOU with Thailand not only requires Cambodia to implementing the activities agreed by COMMIT, the regional government strategy to coordinate anti-human trafficking actions, but also includes specific activities to counter trafficking such as establishing educational and vocational training programs and undertaking necessary legal reform. A bi-lateral agreement between Cambodia and Malaysia has been signed but implementation mechanisms are still debated. The government has established a national task-force recently upgraded to a national committee to oversee the implementation of the bi-lateral and multi-lateral agreements, as well as

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<sup>1</sup> Based on Situation Analysis of Commercial (Sexual) Exploitation of Children in Cambodia 2006-2007, J. Vijghen published by COSECAM 2008 with up-dates including the first half of Year 2010.

<sup>2</sup> TIP 2010

<sup>3</sup> UNIAP Siren 2008

<sup>4</sup> Steinfatt UNDP 2001

national interventions that aim to eliminate human trafficking and to assist victims of trafficking to recover and return to society.

### **Special Concerns**

The Government continues failing to contribute significant finances to address the problem adequately. Mainly due to this lack of resources, Government agencies lack the capacity and/or motivation to take the lead in the fight against (sexual) abuse and exploitation of children and rely on civil society organizations to take initiative and action. This indicates that there is little political will among political parties, their representatives in Parliament and among Government Officials to address the problem of forcing minors to provide sexual services. Another concern is the fact that civil society and international organisations that are tackling the problem do so too often more for the sake of their own agendas than for the best interests of the victims concerned. These organisations are not sincerely interested in cooperation with others as that would affect their funding base. But a majority of NGOs favour cooperation and join initiatives for cooperation and collaboration, as long as this not hampers their own interests. Fortunately, a trend is showing that cooperation and collaboration is becoming an objective by itself, also promoted by sponsors who are influential enough to push for change and to put the interests of the victims first.

This is illustrated by a recent initiative. A number of international agencies, several local coalition groups and the Ministry of Social Affairs have since begin 2007 discussed options to set up a national system for victim referral and services. In 2008 COSECAM was awarded a large EC grant to provide services to trafficking victims. This project CETHCam has been the mechanism to introduce the ‘coordinated case management’ (CCM) system in the country which regulates the referral process and coordinates the victim assistance (see for more the description of the CETHCam Project in this volume).

### **Information about CSEC**

Despite a large body of research and study reports, no reliable and uncontested information exists about the number of children who have fallen victim to (sexual) exploitation in the country or abroad. Also, no publications with substantial information exist about the sex industry itself. Despite many anecdotal stories there was never any systematic and scientific based research to describe the conditions under which child sex workers live or the circumstances that force them into this work in Cambodia. Therefore, most interventions have taken place without the benefit of information resulting from thorough and comprehensive studies, and the effectiveness of many activities is questionable.

### **Interventions to Address the Negative Consequences of Human Trafficking**

There is no indication that the Government is planning to increase budget allocations significantly for service provision to victims. Thus, for the foreseeable future, assistance to human trafficking victims seems to rely on the response of civil society organisations. A large proportion of the NGOs addressing ‘CSEC’ are members of the NGO Coalition to Address Sexual Exploitation of Children in Cambodia (COSECAM) or the Chab Dai coalition; they identify and support the release or rescue of victims, provide legal services, shelter and social skills training, vocational skill training and support reintegration into society. Besides this group, a small number of other local and international NGOs target and assist child victims of trafficking. Both these coalitions aim to include all organisations in the efforts to support and assist child victims and hope through consolidation of efforts, coordination of activities and joint advocacy to achieve the most with limited resources in a professional manner.

### **Current State of Affairs**

A large number of activities have been carried out to make the people aware of the problem and protect their own children, and to provide support to the victims. This was made possible almost exclusively by foreign donations. While government agencies are involved in the projects to raise awareness and provide services organised by United Nation and inter-national organisations, which few initiatives are taken and virtually no funds are provided by the Government. Most victims are referred to centres operated by local NGOs that provide shelter or other services. Regretfully, not all services to victims are appropriate or adequate to their needs, partly because not all NGOs can offer services in a professional manner. This is a problem recognised by the sector, and new initiatives have been introduced to improve the referral system (e.g. CCM project) and enhance the professional skills of caregivers (Psycho-social

Counselling Services Association – see for details elsewhere in this volume). Future sustainability of intervention activities is further ensured by the signing of bilateral agreements with the Governments of Vietnam, Thailand and Malaysia for cooperation to eliminate trafficking in women and children and assisting victims of trafficking. Also, the capacity built at anti-trafficking police units in notorious trafficking areas and at the anti-trafficking department at the Ministry of Interior increased slightly the number of arrests made in the past period.

John Vijghen  
Technical Advisor

# 1. COSECAM

## 1.1 Goal

COSECAM is a local NGO Coalition in Cambodia. All members of the coalition have the same goal and advocate for improvements to protect and assist children and young people in need, particularly if they are abused, exploited or maltreated.

## 1.2 Why a Coalition?

COSECAM offers a unique opportunity for NGOs with a common purpose to speak out with one united voice. COSECAM's motto is: "One stick breaks easy but a bunch of sticks is unbreakable".

## 1.3 Core Value

COSECAM is a non-profit, non-secular and non-political organization. No financial or other support is provided to any political party or candidate. COSECAM only works for the sake of children.

## 1.4 Strategy

COSECAM aims at professionalizing the capacity of local NGOs, aligning their programmes to avoid gaps, overlaps and developing minimum standards for care in order to better prevent and combat trafficking, sexual and other exploitation and domestic abuse of children and young people. COSECAM also aims at policy development in the area of child welfare and protection through cooperation with other networks, government agencies and international organisations.

## 1.5 Objectives

- Strengthening qualities and capacities of local NGOs in their specific work areas and increasing specialisation.
- Building cooperation among NGOs and aligning programmes to avoid overlaps and gaps.
- Establishing a national child welfare and protection system.

## 2. WHAT WE DO?

- **Strengthening of the Institutional Framework**  
Strengthen institutions, systems and procedures to facilitate law enforcement and protection, return and reintegration of trafficked and irregularly migrated persons, in particular children and youths.
- **Capacity Building and Empowerment**  
Build capacity to assist and empower trafficked and migrated persons in need of recovery and rehabilitation support for reintegration.
- **Protection, Recovery, Rehabilitation and Reintegration**  
Establish an effective national coordinated system for protection and victim assistance.

## **2.1 STRENGTHENING OF THE INSTITUTIONAL FRAMEWORK**

Cambodia is a source, transit and destination country for human trafficking, as well as labor and sexual exploitation of women and girls. Cambodia was placed in the Tier-Two Watch List due to the fact that government commitments and interventions in regards to these issues are still major concerns. Evidence is found in the lack of legal framework and poor functioning to facilitate victims of migration, sexual exploitation, rape, domestic violence and other abuses. Thus, it is vital for Cambodia to strengthen and improve the institutional and legal framework to facilitate the return of trafficked and migrated persons and families; especially to ensure their sustainable reintegration into society.

COSECAM, the only local NGO coalition addressing sexual exploitation of women and children, has made efforts and has allocated its available resources to tackle and deal with the highlighted issues mentioned in the objectives through various strategies.

### **2.1.1 Objective**

To strengthen institutions, systems and procedures to facilitate law enforcement and protection, return and reintegration of trafficked and irregular migrated persons, in particular children and youth. This objective was achieved through the following activities:

### **2.1.2 Major activities done in 2008-2009**

- Cooperation with the National Task Force
- Lobbying and advocating for the improvement of working conditions for migrants
- Conducting studies

Strengthening the institutional framework is one of COSECAM's activities. It was the CETHCam Project whose objective is to strengthen institutions, systems and procedures to facilitate law enforcements and the protection, return and reintegration of trafficked and irregular migrants. The approach taken was the provision of skills and technical support to members of the National Task Force (NTF), conducting studies, as well as lobbying and advocating. The activities included leading and attending meetings, participating in campaigns and lobbying and developing legal frameworks. The achievements are thoroughly detailed below:

### **2.1.3 Highlights Achievements of these activities**

- **Cooperation with the National Task Force (NTF)**

During this reporting period, COSECAM had made significant achievements in terms of cooperating with the NTF to combat human trafficking and sexual exploitation. One outstanding achievement for COSECAM was being assigned as vice chair of one of the Working Groups (WG) of the National Task Force on Protection and Reintegration for a one year term in 2008 due to its efforts in engaging with and supporting the NTF. At the time the WG-PR was chaired by the Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSAVY). Another achievement for COSECAM was gaining commitment and support from MoSAVY through the chair of WG-PR's Steering Committee. The General Director of the Technical Department of MoSAVY accepted the assignment as a member of the Steering Committee, which lead the implementation of the project "Creating a Legal and Sustainable Environment for Trafficked Human Beings from and in Cambodia", otherwise known as CETHCam which is financially backed by the EU through ICCO.

The initiative project of the Steering Committee was to develop a system or procedure to coordinate returning migrants and trafficked persons and to facilitate services for victims. This resulted in the creation of Coordinated Case Management (CCM). The "CCM Manual" was developed to enable practitioners to easily identify real needs and solutions for clients, to facilitate available local resources and to coordinate client referrals within and to other provinces through the Anti-Trafficking and Reintegration Office (ATRO), the Department of Social Welfare and the Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSAVY).

- **Lobbying and advocating for the improvement of working conditions for migrants**

COSECAM has come to realize that strategies to reduce trafficking in Cambodia cannot be successful unless its migrant issues were taken into account. Migrant issues are one of root causes of trafficking. This concept has expanded COSECAM's mission and has resulted in the undertaking of migrant issues as a new initiative.

This resulted in the Technical Coordination Unit (TCU), the newly established program by the CETHCam Project, sending a staff member to participate in a consultative workshop organized by the ASEAN Task Force in collaboration with CARAM-Cambodia on the 11<sup>th</sup>-12<sup>th</sup> September 2008 at the Phnom Penh Hotel, Cambodia. The purpose of the consultative workshop was to collect information to improve the development of the ASEAN Declaration on Migrants. In addition to participating in this workshop, TCU and the Advocacy Program have also attended regular meetings for Migrant NGOs Network (MNN) coordinated by UNIFAM.

The TCU team has also collaborated with the Advocacy team to lobby members of NTF to integrate the presentation of the CCM Handbook in the agenda of the WG. Lobbying and advocating was performed through a team leader from the Law Enforcement against Sexual Exploitation and Trafficking of Children (LEASETC) Project—which is part of the Ministry of Interior's Action plan supported by UNICEF and World Vision. Although the resulting feedback and comments from the lobbying and advocacy were of slight significance, the Ministry of Interior gave its approval to the Chair of the NTF to give CCM license to implement their pilot project in the Battambang Province.

- **Conducting studies**

TCU has collaborated with partner organizations in research on migration and trafficking of persons in North East Cambodia—focusing on the reasons for demand, sources and destinations. The partner organizations involved in the research include the following: COSECAM, CHABDAI, IOM, UNIAP, and Oxfam Quebec. During the research period, these organizations organized regular rotational monthly meetings to discuss the research process. The research team was given the name, “North Eastern Research Group of Cambodia” which hired and commissioned competent researches to conduct feasible studies. The research is to be finalized by the end of 2009, while the results of the research will be used as the main topic for discussion at an international conference which is being organized for May 2010. Additionally, in collaboration with a legal volunteer from Australian Youth Ambassadors, COSECAM conducted an extensive review of current legislations on trafficking. The first-phase of this review has been successfully completed.

## **2.2 CAPACITY BUILDING AND EMPOWERMENT**

The Action Plan's strategy to achieve results is: ‘Capacity building to assist and empower trafficked and migrated persons in need of recovery and rehabilitation support for reintegration.’ A total of at least 300 leaders, program officers and professional personnel from service providers and NGOs, such as social workers, care takers and other field staff will receive project management, project implementation or technical skill training through 10 one-week courses a year. This training program was developed by COSECAM and commenced in early 2007—including a 3-year Project Management Training program for leaders and program coordinators with professional lecturers and trainers. A new two-year Project Implementation Training will start for field staff. A COSECAM team which provides psycho-social counsel training for social workers has entered its 3<sup>rd</sup> year and will be repeated for a new batch of social workers, while the 3<sup>rd</sup> year graduates will act as mentors to complete their 4<sup>th</sup> and final year.

Also to be integrated into the Action Plan will be the Girls Speak Out (GSO) empowerment group for young female victims of trafficking and sexual activity. This ongoing activity created by COSECAM offers young female victims the opportunity to meet peers, to ‘speak out’, to regain their self-confidence and to learn good life practices—such as income generation—from peers at heart.

## **2.2.1 Institutional Human Resource Development (IHRD) Program**

### **2.2.1.1 Objective**

This project is a long term training program. The objective of the training is to enable NGOs and government agencies to provide appropriate services to abused, exploited and neglected children and youth in an effective and efficient manner through proper management, coordination, leadership, and technical skills.

### **2.2.1.2 Major activities done in 2008-2009**

- Organizational Management Training
- Project Implementation Training
- Psycho-Social Service Association

### **2.2.1.3 Highlight Achievements of Activities**

#### **A. Organizational Management Training**

In total there are 26 participants in this study program – 12 of which are female. This includes 20 NGO managerial staff from the COSECAM coalition, 1 from the government’s Ministry of Woman Affairs (MoWA), and 5 others from non-COSECAM member organizations.

Since 2007, COSECAM with support from ANESVAD started its training program in cooperation with the PANNASASTRA University of Cambodia (PUC). Each course is taught by at least 2 professors and one training assistant from PUC and one staff member from COSECAM, while IHRD teams help to facilitate and monitor the courses. Some trainers are foreigners.

#### **➤ Academic year 2 (2008-2009)**

From 2008-2009 10 trainings and 2 Practicum Workshops (5 trainings in 2008, and 5 trainings and 2 Practicum Workshops in 2009) were organized. Each course lasted 5 working days and required a commitment of 35 hours per month. The courses run in January and February of 2008 was:

- 21-25 January 2008: Organizational Development (January 2008)
- 18-22 February 2008: Human Resource Management

Prior to the beginning of the 2<sup>nd</sup> academic year, COSECAM employed a consultant to undertake an assessment of training needs amongst the trainees. Based on assessment feedback, the consultant was also employed to write the course curriculum. The assessment prioritized learning on 8 subjects, and recommended 2 workshops at the end of the course to reflect on learning.

The training was conducted over 6 consecutive days each month from Monday to Saturday, with 8 hours of training per day.

- 22-26 October 2008 Leadership
- 24-28 November 2008 Performance Management
- 15-20 December 2008 Management of Change
- 23-28 February 2009 Project Planning and Management
- 22-26 April 2009 Budget Planning and Cost Controlling
- 16-20 May 2009 Report Writing
- 13-18 July 2009 Strategic Planning
- 17-21 August Public Administration

- 28 Oct-02 Nov 2009            Practicum Workshop on Leadership and Networking
- 19-23 November 2009        Practicum Workshop on Strategic Planning

Each course was evaluated at the end of training to assess the quality, relevance, impact and learning for participants. Compared to pre-training tests, participants gained more knowledge at the end of this training. PUC and COSECAM organized an exam assessment based on all subjects covered in the 2<sup>nd</sup> year of the training program. Overall, 25 out of 26 trainees who took part in the exam process passed and will continue into the 3<sup>rd</sup> and final year of training.

#### ➤ **Monitoring and Evaluation**

In addition to this, IHRD conducted an evaluation of the 2<sup>nd</sup> year training course to understand the impact on its participants; for example, to what extent they have applied what they have learnt, using a check list.

All course participants reported that they had gained knowledge from the training. However, the amount of knowledge they gained varied significantly. On a decreasing scale of knowledge intake, the results showed that 14% of the participants gained 86-100% knowledge, 53% gained 66-85% knowledge, 30% gained 50-65% knowledge and 2% gained less than 50% knowledge. The monitoring report also showed that 89% of the trainees applied the skills they learnt in their daily work activities, while 3% of the participants said they have not yet applied the learnt skills because it is inapplicable with their current positions.

#### ➤ **Case study on Organizational Management Training**



Mrs. Hun Phanna was a participant in the Organizational Management training program. When she started studying free of charge with COSECAM's support in 2006 she was a program coordinator for CWDA.

Mrs. Phanna regularly attended the course and thinks that this training program is very good for all managerial staff working in either NGO or Government organizations. She believes that the training sessions meet the needs of managerial level staff because of the appropriate subjects and the highly qualified trainers who were good at transferring

their knowledge.

Before attending this course, Mrs. Phanna said that she possessed very little knowledge on proposal development, report writing, project management, institutional change management and strategic planning. Whilst she had some experience in these areas, she did not think her management skills were up to par.

Since attending the courses, Mrs. Phanna has found that her knowledge on management, leadership, project formulation and performance management has greatly improved. Nowadays she feels capable of writing good proposals and reports and she believes she is a good leader. She can manage her time well and monitor and evaluate project implementation to ensure their effectiveness and efficiency. She is also able to share what she has learnt from the program with other staff members in her organization, as well as to people in the communities she works with.

As a result of performing well at work, Mrs. Phanna has now been promoted to acting director of her organization. She is proud of her new knowledge and has confidence in her ability to fulfill her new role.

As a result of the knowledge she has gained in this training program, Mrs. Phanna has applied this to her daily work with staff in terms of policy, performance evaluations, and roles and responsibilities to avoid overlapping. More significantly she is able to develop effective project proposals, child protection policies, as well as monitoring and evaluation forms. She said she's going to develop a strategic plan for her organization to encourage donors to support her NGO for longer than normal. She highly appreciates COSECAM for initiating the training program and for supporting her since 2006.

“The support is really good for all trainees who are or who want to be NGO managers. We have been able to apply the knowledge we have gained from the program into the day-to-day management of our organization—which now progresses more smoothly and effectively.”

## **B. Project Implementation Training**

This program is made of short courses for different training programs that focus on specific skills required for implementing projects. The training methodology focuses on an active learning modality including individual learning, small group discussions (peer review), large group discussions, group presentations and planetary discussions. The latter two are the ones trainees enjoyed most. Field study tours and outclass exercises have been applied in the courses.

### **➤ Achievements in 2008**

In 2008, the IHRD team conducted ‘Training Needs Assessment’ (TNA) amongst 248 staff members of coalition NGOs and other concerned agencies based in Battambang, Pursat, Kampong Chhnang, Takeo, Svay Rieng, Prey Veng, Sihanouk Ville and Phnom Penh. The aim of the assessment was to identify what project implementation training needs would be most helpful. The assessment also focused on the capabilities and skills of staff members at the time by gender, position and education. Through this assessment, the most helpful topics were identified for preparing the training courses. As a result, three technical training courses were provided to 25 participants in each course. The time required for each course was 35 hours over 5 days.

The three courses were:

- 16 to 20 June 2008      Conflict Management conducted by the CDRI training team
- 21 to 25 July 2008      Criminal Investigation conducted by Mr. Sok Sam Oeun, Lawyer
- 25 to 29 August 2008      Criminal Investigation conducted by Mr. Sok Sam Oeun, Lawyer.

### **➤ Achievements in 2009**

A total of 5 training courses were conducted in 2009. Each course consisted of about 25 to 30 participants, with a total 132 people taking part in the training scheme—49 of whom were females. The courses were:

- 23 to 25 March 2009      Report writing, conducted by Mr. Hout Khiev
- 04 to 08 May 2009      Basic psycho-social counseling conducted by PSA team
- 24 to 28 August 2009      Conflict Management and Intervention conducted by CDRI training team
- 12 to 16 October 2009      Strategic Planning and Facilitation
- 14 to 18 Dec 2009      Facilitation and Personal Development.

Just as it was conducted in 2008, the team performed an assessment of the training needs amongst the same targeted agencies in order to update the information in late 2009. The purpose of this TNA was to

prepare training courses which responds to the needs of these agencies in 2010. The report of this TNA is still in the process of development.

According to the training evaluation report prepared by trainers, it was evident from the post-test that a majority of the participants had gained knowledge from the trainings, whereas the majority of participants who took the pre-test got very low or unsatisfactory scores.

### **C. Psycho-Social Counseling Group (PCG)**



COSECAM is committed to providing support to the Psycho-Social Service Association (PSA). The purpose of this association is to enable social workers and counselors currently dealing with traumatized victims to build their capacity in psycho-social skills and to provide more professional services in an efficient and timely manner.

In 2008 and 2009 there were two main activities which took place as follows:

#### **➤ Capacity Building Assessment**

A capacity building assessment was undertaken to get an overview of the psycho-social counselling practised by different organizations in Cambodia.

A total of 11 COSECAM coalition member NGOs were visited between August and December 2008. In order to get a range of opinions, respondents were selected from varying sized children shelters in Siem Reap, Battambang, Prey Veng, or Phnom Penh.

Twenty interviews, using a structure questionnaire, were completed by counselors and social workers in these shelters. The purpose of the discussion was to understand:

- The level of psycho-social counselling knowledge and skills
- If, and how, psycho-social counselling is practiced
- What training needs are required to build capacity

The findings of the assessment gave some indication of how psycho-social counselling is practiced in shelters in Cambodia. It revealed that the level of psycho-social counselling varied between organizations and that more needs to be done to improve the quality of this type of counselling in general. The survey clearly identified that additional training in social work especially on psycho-social counselling is required.

#### **➤ Psycho-Social Counseling Training**

To build member capacity of PSA, COSECAM facilitated a 3 week long training workshop in 2008 and 2009. The purpose of these workshops was to emphasize the practical methods of working with people and solving problems. All members of PSA worked in different NGOs as counselors, social workers and project coordinator.

In 2008 the workshops were organized by West Virginia University in cooperation with An Giang University in Vietnam. In May of 2008, 7 members of the PSA group were invited to attend the training workshops in Vietnam. The focus was on social work and counseling and the topics covered included: the principles of

working with children and adolescents, an introduction to child/adolescent development and principles of behavioral management with both normal and traumatized children. Interventions with children and adolescents who have experienced violence and abuse were the models for application in the first workshop.

In May 2009, 8 members of the PSA, 1 student from the Royal University of Phnom Penh and 1 staff member from COSECAM were invited to attend the 3-week workshops (May 25 to June 11) in Vietnam. The workshops were called ‘**The 2009 Social Work & Community Health Summer Institute**’, sponsored and organized by the An Giang University and West Virginia University with generous co-sponsorships from the Pacific Links Foundation, The Vietnamese American NGO Network, An Giang/Dong Thap Alliance for the Prevention of Trafficking (ADAPT) and the Southeast Asia Children’s Project. ADAPT Partners also include the East Meets West Foundation, the International Children Assistance Network and USAID. The workshops focused on:

1. Problem Identification and Intervention with High Risk Populations
2. Mental Health Assessment and Counseling Skills
3. Child/Adolescent Management and Community Based Drug Prevention

All participants have benefited from this training program in many ways. Most significantly participants were able to share knowledge and experiences with other participants on issues relating to social work, learning new counseling skills and clinical therapy, as well as gaining more knowledge and experience related to social work.

## **2.2.2 Empowerment (Girls Speak-Out)**

### **2.2.2.1 Objectives**

‘Child Victim Empowerment’, which was established in 2004, is one of the main on-going projects under the Advocacy and Research Program. It has brought together a group of former child prostitutes and other victims of child trafficking to exchange and share their traumatic experiences through Sunday workshops every six weeks. The coalition offers job placement opportunities, support for new business start-ups and some financial support. The group, whose name was changed to ‘Girls Speak Out’ (GSO) in 2006, currently consists of 24 girls aged 14 to 21 years from various coalition member shelters whose aim is to provide opportunities for victims to become positive agents of social change.

### **2.2.2.2 Major Activities done in 2008-2009**

- Sunday Workshops
- Peer Education
- National Events
- Exchange Study Tour

### **2.2.2.3 Highlighted Achievements**

#### **➤ Sunday Workshops**

From 2008-2009, there were 13 Sunday workshops organized for the GSO group; 6 workshops in 2008 and 7 workshops in 2009. The purpose is to help the girls build on a variety of skills. Some of these include:

- Lobbying and advocating , decision-making, facilitation, public speaking, counseling through meditation and facilitation;
- Basic training on psychology, emotions, feelings;
- On-going self development skills including: confidence building and sharing of knowledge;
- Social Issues on trafficking and migration, domestic violence, avoiding discrimination in the community, safe migration, sexual harassment, prevention of drug use, child rights and depression;
- Fundamentals on the psychology of Trauma and Stress;

- UN Conventions on the Rights of the Child and Child Trafficking in Cambodia;
- News from Cambodia on Suppression of Human Trafficking and Sexual Exploitation.

The Sunday workshops have built greater skills and the abilities of the GSO group, which allows them to share information easily with others. Furthermore, the Sunday workshops enable the girls to update their achievements, share practices, give comments and share constraints which enable them to learn from each other. Additionally, the workshops also help the girls recover and rehabilitate from their previous problems by talking with other GSO members from similar backgrounds and/or situations.

#### ➤ **Peer Education**

Peer Education, established and implemented in 2009, enables the girls to share the knowledge they have learnt at the Sunday workshops with their peers at school, work, in their shelter and in the community. The girls generally run a peer education session once a month choosing a topic based on their own experience and what they have learnt from the Sunday workshops. Through peer education activities, indicators show the girls have increased their social knowledge to grass root level and have raised awareness on high profile issues currently emerging in Cambodia which can affect them and others in the future.

#### ➤ **National Events**

Since 2008, the GSO group has participated in a few national events, including International Children's Day and National Anti-Human Trafficking Day. The girls are also given the opportunity to give input to the event organizer by developing performances through singing, drama/role play, and giving speeches. For example, working in conjunction with Cambodia's Women Development Agency, the first National Anti-Human Trafficking event was organized in Phnom Penh. The second event was organized in 2009 in collaboration with the Royal Government's of Cambodia and Thailand, along with Border Issues Group for Children (BIG C). The purpose of the event was to raise awareness on trafficking and sexual exploitation, particularly among the vulnerable groups of women and children

#### ➤ **Exchange Study Tour**

The Exchange Study Tour is one of GSO's four main activities. The aim is to give GSO members the opportunity to learn from other victim's situations by visiting other shelters. In 2008, the GSO group organized a 5-day study tour in Battambang and Banteay Mean Chey provinces. The objective was to get a better understanding of the reasons behind the trafficking and exploitation of children, to learn about other vocational skills that may be beneficial in the future, to share the experiences of the GSO group with other girls in those shelters and to improve the GSO groups' capacity through the sharing of information. From the exchange study tour, the GSO group got new ideas to improve peer education and trafficking prevention methods. They have also built good relationships among the members.

#### **2.2.2.4 Case Study**

Krouch Chhmar (not her real name) was born in 1994 in Siem Reap province. She is the third of six siblings. Due to extreme poverty, she was sold to Thailand by her mother and suffered daily domestic abuse. When she was young, she didn't have the opportunity to go to school like other children. She had to stay home and look after her younger siblings during the day and at night. She sold newspapers at restaurants in the O' Chrov district and her mother worked as a washerwoman. Her father was a laborer, carrying goods into Thai markets. When free, he often enjoyed drinking sessions with his friends and playing with girls—taking no care of the family. Her mother got distressed because of this and got addicted to smoking cigarettes, drinking alcohol and even participating in nightlife. Sometimes, her father didn't treat her mother like a wife, which led to domestic violence. Her two younger sisters were sold by her mother at the cost of 1,000 baht and her mother asked her to work in Thailand five times with a neighboring elderly woman. One day in her daily routine, she was spotted and arrested by Thai police and was detained for a few days. She was later sent to BRC on the 16<sup>th</sup> of May 2003, through the drop-in center in Poipet and was later referred to the Komar Rik Reay Center.

Whenever she was free from her studies while staying at the center, she helped with the housework and looked after her younger siblings who stayed with her. She is very industrious and is not chatty. In her free time, she plays sports, writes poems and participates in various activities in the Komar Rik Reay Center. She is regarded as the senior child at the center because she is well-behaved, polite and helpful and respects her elders. On the 03<sup>rd</sup> of May 2009, she was assigned to join the Girls Speak Out group because she was also a victim of trafficking. That was the first time she's been to Phnom Penh. She is happy that she joined Girls Speak Out because she is able to express herself and share her experiences with other children in the group. She is brave and has paid a lot of attention to teachers and friends' comments. What most captivates her is getting to know new friends, sharing experiences amongst the group and absorbing new knowledge. She has the opportunity to know Phnom Penh, and seeing the boldness of other children who study with her is a good model for her to follow. She is an active and fascinating girl.

Upon returning from the Girls Speak Out meetings, she was given the responsibility of teaching the younger students in the community about trafficking of children and women, sexual abuse, privacy protection, migration and so on. In the future, Kroch Chhmar wants to continue her role and activities in Girls Speak Out, to help the victims of trafficking and to get involved in social activities. She has learnt a lot from COSECAM and wants to become a good leader and an interpreter. She has shared her experience, life story, life at the center, and work experience with others. She has become more confident in speaking, asking questions and sharing information. She has learnt new ideas from friends and has become more creative. After becoming a member of Girls Speak Out, she has made herself a model child and has improved relations with other children both in the center and in the community. Along with her teacher, she is able to prepare lesson plans for teaching the children at the center, as well as in the community. She also assists in disseminating information on human trafficking issues and how to not fall prey to traffickers of all children in the center, community, and schools.

## **2.3 PROTECTION, RECOVERY, REHABILITATION AND REINTEGRATION**

In the response to improve the victims referral system to ensure the effectiveness of service provisions, which used to go without so much as an identification of the victims' real needs or consideration of the service that would be provided, the two following strategies were designed: 1) A coordinated case management system accommodated with a case conference method to be piloted in certain provinces before being expanded throughout the whole country and 2) Victim assistance which provides financial and technical support to service providers to enable them to provide professional services to project beneficiaries, including legal support, psycho-social counseling, shelter, life skills, vocational training, business skill and support for sustainable livelihood income generation. The entire objective of the protection, recovery, rehabilitation and reintegration was defined and detailed as below.

### **2.3.1 Objective**

To establish a national coordinate and referral system to ensure the real needs of victims were identified, local resources were well-coordinated and that victims were referred to the right services and strengthened through financial and technical support. Monitoring by members of three partner organizations namely COSECAM coalition, Chab Dai coalition, and Ockenden Cambodia enables them to provide professional services to beneficiaries, including legal support, psycho-social counseling, shelter, life skills, vocational training, business skills and support for sustainable livelihood income generation. This objective was realized through the following activities.

### **2.3.2 Major activities done in 2008-2009**

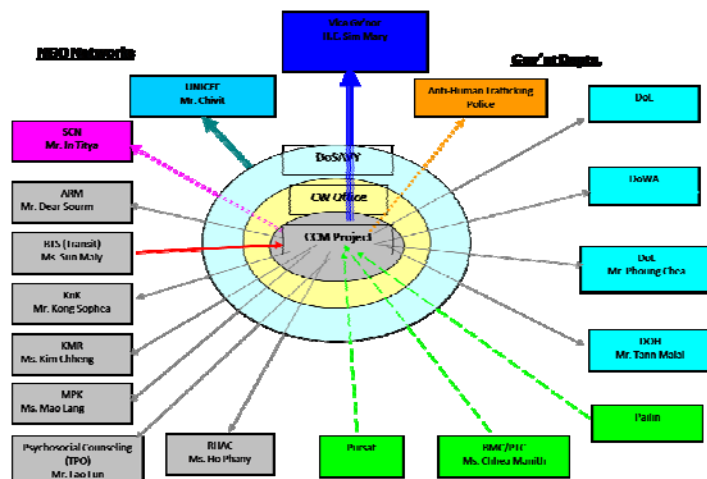
- The National Coordinated System for Victims
- Victim Service/Assistance
  - Selection process for sub-contract grants to service providers
  - Deliveries;
    - Delivery of legal assistance,

- Delivery of shelter and care,
- Delivery of vocational skill training,
- Delivery of re-integration activities,
- Support of seasonal migrants, and
- Network meetings.

### 2.3.3 Highlights Achievements of these activities

- **The National Coordinated System for Victims**

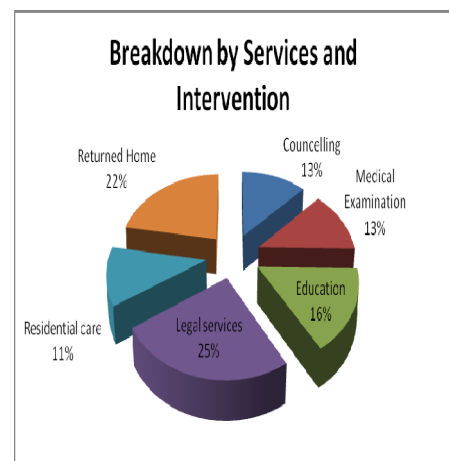
The Coordinated Case Management (CCM) manual as reported in Action 1 to “**Strengthen Institutional Framework**” in subtitle “**Cooperation with the National Task Force**” was developed and lobbied to the NTF for accepting it as the national system. Action 3 “**Protection, recovery, rehabilitation and reintegration**” was focused on piloting and implementation. Therefore this only reports the achievements of establishing the pilots and its implementation. The process is followed in different stages. The first stage was to gain commitment from relevant stakeholders and key players from both sectors (i.e. the government and the NGOs). The achievements were measured by the commitment and support of stakeholders and key players. For evidence, the Ministry of Interior issued authorization to the Provincial Governor to cooperate and facilitate the establishment of the CCM Field Office in the Battambang province (BTB). With this spirit, BTB-DoSAVY provided office space in DoSAVY’s new building. While its new building was not ready, UNICEF shared its office space with CCM. All achievements were made by efforts of good cooperation with the right initiative and creativity of COSECAM in terms of addressing the trafficking and exploitation of women and children and in valuing the best interest of the victims.



The second stage involved the implementation of the CCM Pilot Project. During this reporting period (2008-2009), the CCM Pilot Project was tested in Battambang province for the first trial, while the identification and selection of the area for the second trial was being processed. The implementation of the first trial began at the start of January 2009, and

was followed by the establishment of the Local Resource Committee (LRC) to direct the CCM Project and to intervene for necessary victim services.

Although the process of establishment was a bit slow due to political uncertainty and restructuring of local governance, CCM was still able to receive 37 cases and handle two times the number of case conferences to assess 11 complicated cases and refer them to services as shown by the chart breakdown.



- **Constraints**

The obstacles that were faced during implementation of this pilot project was the support given to target groups of victims of trafficked families and men, as the majority of civil society focused on children and women due to a lack of resources in the community. The victims of men and families were forgotten and ignored/neglected and they were usually forced to go back home after police raids or rescues. Due to the pilot’s achievement in BTB, the CCM project will be expanded to nearby provinces; namely Banteay Mean Chey (BMC) and Pailin soon in 2010, see chart.

- **Victim Services/Assistances**

- **Selection process for sub-contracts grant to service providers**

In response to accountability and transparency for partners and donors, COSECAM formed a Proposal Selecting Committee to select service providers. The selection criterion was set up to meet fair and impartial judgment on proposals submitted by member organizations. During this reporting period the Committee had gone through two processes of tenders. For the first tender, 22 applicants submitted their proposals and 16 of those proposals were selected and sub-contracts were signed for the implementation of project activities. Among the 16 applicants, 14 were classified as service providers; one was a partner (OCKENDEN) and the other was a COSECAM project. For the second tender, all of the 16 applicants submitted their renewal proposals, yet to date only 5 of them have been accepted and have signed implantation agreements. There were 3,695 beneficiaries of trafficked/ (irregular) migration victims, especially girls, children and youth (both boys and girls). They were mostly at risk of exploitation or young jobseekers (both men and women) in communities with high seasonal migration rates with lack of working positions. All of them received legal/victim assistance through service provision activities of 15 service providers and 1 partner. The delivery of services is as follows:

- **Deliveries of victim services/assistances**

3,695 beneficiaries received services that were delivered by 15 service providers and 1 partner. This achievement figure comprises of the assistance deliveries as noted below:

- 145 abuse victims received legal aid service from 2 service providers (CDP and LSCW),
- 1,804 beneficiaries received shelter and care assistance from 12 service providers (CCASVA, CWDA, KMR, KnK, MPK, HAGAR, KNKS, DTC, DTPP, HCC, CCPCR, and DR). The assistance includes:
  - 1,340 beneficiaries living in shelters and communities having learned skills through a range of 26 kinds of decent skills which respond to the current local market demand.
  - 740 beneficiaries have enrolled into public school.
  - 541 beneficiaries were reintegrated into families and communities with job placement or self-employment or public school enrolment.
  - 1,248 beneficiaries have been placed in jobs and have received grants/seed money for starting up support or self employment.
- 1,746 seasonal migrant beneficiaries received vocational skills training and grant support to start a small business which responds to the current local market demand or replication of successful businesses.

- **Events and Network meetings**

1,852 of 3,695 beneficiaries participated in three events of the alumni club, Happy Program with community children and International Children's Day.

6 EDVP network meetings and 2 project review workshops were conducted to improve the project and to identify the best practices, lessons learnt and recommendations for the next phase of implementation.

26 networks have been established by service providers in different target areas comprising 424 members from NGOs and Government's agencies. Network meetings have been organized regularly.

78 local leaders and community activists have participated in trainings and network meetings, organized by Service Providers about successful reintegration and family tracing.

### **2.3.4 Case Study 1 (by CWDA): Ravy (creative name)**

My name is Ravy. I am 19 years old and live in Khan Mean Chey, Phnom Penh Municipality. I have 6 brothers and sisters, 5 girls and 1 boy. I am the third oldest. My father died of tuberculosis when I was 6 years old. I studied at primary school until grade 2. I really liked school and learning but I had to stop because my mother became very sick and we had to try to find work to earn enough money to support the family. My mother did not get better and died when I was 12. Our relatives then adopted us. I was sent to live with my aunt.

When I lived with my aunt, I worked very hard. I never had any free time to relax. Everyday I had to chop wood, carry water, wash clothes, take grass from the corn trees and sell cakes. I had no time to go to school. My aunt would force me to collect jujube fruit and pick water vegetables. I would then walk from village to village, until I got enough money to give to my aunt. Every day, I would never have breakfast or lunch, only dinner. My aunt would tell me that I had to return home by a set time, if I did not come home on time and I had not sold all of the vegetables, she would hit me with an electric wire. During the rainy season when the river was flooded and the riverbanks were swollen, my aunt would force me to take passengers in a small boat back and forth across the river, from early morning until the evening. I would make only 5000 – 10.000 Riels per day. When I did not make enough money for my aunt she would beat me. The villagers pitied me very much and would sometimes give me a little extra money but they did nothing to stop my aunt from abusing me because this was “family business”.

I wanted to learn and go to school so often when I was selling cakes I would go to the primary school and stand next to the window of the classroom and listen and watch the lessons. One day when I came home without selling all of the cakes my aunt beat me so badly that it cut my face, leaving a scar which you can still see today. She told me to go and keep selling the cakes until midday. She said that if I didn't sell the rest when I came back home she would beat me again. I couldn't stand it anymore. I decided then to run to the teacher's house to get help. The teacher contacted the LICADHO organization. The LICADHO staff came to visit me and saw the scars all over my body where my aunt had beaten me and they took me to the doctor for treatment.

LICADHO met with my aunt and told her that they would take me away. She was not happy. I was then sent to stay at CWDA's shelter. At CWDA I studied literacy and weaving. Finally CWDA arranged for me to learn hairdressing and make-up skills in a private shop. At first, I was sometimes lazy and would leave work early or skip work. When the CWDA staff found out that I had been missing work they counseled me and encouraged me to change my behavior.

After this I worked hard to learn the skills. The shop owner liked me and pitied me. She saw that I had changed my bad habits. The owner asked CWDA for me to become her foster daughter and that I would take responsibility for all of the work in the shop when she was too busy. Now I am very busy working every day at the salon. I really enjoy coloring and highlighting the customers' hair and doing their make-up. In the future I would like to own my own beauty salon.

### **Case study 2 (by KnK): Samphal (creative name)**

My name is Samphal. I am 17 years old and was born to a poor family in the countryside. My father is a construction worker and mother is a housewife. I have two younger sisters and two younger brothers; I'm the oldest child. I live with my family in Phnom Tom Thmey village, O'prasad Commune, Mongkol Borey District, Banteay Meanchey province.

One day, a man persuaded me to go to Thailand, promising me a good job. My father was sick and couldn't work and we were facing food shortages, so I decided to follow the man to work in Thailand. The next day, I went with 7 other people to the Cambodia-Thailand border. I worked in Thailand for about 3 months and earned 150 baht per day, but I could not save money and remit any to my family, because the trafficker forced us to repay him for all the expenses he covered when he accompanied me to Thailand. I was forced to work over 10 hours a day without enough food and intentional slight from the Thai people. The others and I tried to run away in an attempt to return home on many occasions, but we

failed. Fortunately, seven people and I were arrested by Thai police and we were jailed in Bangkok for 15 days before sending us from Bangkok to Poi Pet.

In Poi Pet, which is on the Cambodia-Thai border, other people and I were interviewed by NGO workers and finally I decided to take temporary shelter in the Poi Pet Transit Center. However, I didn't want to return to live with my family even though I have been encouraged for reintegration. I didn't want to live with my family for many reasons, one of which was domestic violence.

In December 2007 of the same year, I was transferred to a shelter run by KnK Cambodia organization. While I was there I didn't feel well and tried to escape the shelter many times. However, three weeks later I felt better and decided to go to school. I was in grade 5. Like other children, I was so glad that KnK has given me this opportunity and such strong support. I was given proper shelter, food, healthcare and psychological assistance. Furthermore, the organization encouraged me to start a new life.

Today I'm very glad because I have been strongly supported by KnK. The director and caretakers permit me to visit home twice a year, especially during Khmer New Year and Phchumben Days. Besides studying at a public school, I take English classes and basic computer courses studying programs such as MS Word & Excel with many children from the community. I also feel very happy to get involved in any activities arranged by KnK and today, I have a lot of friends. In the future, I want to be a famous teacher.

I would like to say thank you to KnK and its staff as well as all the donors both inside and outside the country which have strongly supported me and helped me to be happy for my future.

### **3. LESSONS LEARNED**

#### **3.1 STRENGTHENING OF THE INSTITUTIONAL FRAMEWORK**

1. The individual case conference used in the CCM Project has been a special approach/method to encourage the relevant expert institutions to participate in identifying victims' needs and seeking solutions for them. It allowed them feel an ownership to individual cases and share their responsibilities.
2. This is another lesson learnt from the implementation of CCM that CCM approach is unique to deal with complex cases through motivating relevant government institutes and NGOs to be involved and work together to assist and support victims/families. CCM is helpful for keeping tract individual case management. Regular meeting with relevant institutions and civil society and/or network is the best forum for case management.

#### **3.2 CAPACITY BUILDING EMPOWERMENT**

1. Girls Speak Out is a model that has enabled a group of former victims to change and become activists and agents of social change through lobbying and advocating with policy makers.
2. Peer Education is an efficient strategy because it allows the girls to practice skills they have learned through Sunday Workshops while at the same time positively influencing young individuals and the community in a positive way. It also encourages them to learn more.
3. The training curriculum developed, which was based on the training needs assessment, has been very useful and responsive to the expectation of participants.
4. The presentation of particular topics, which have been followed by case study (ies) or field practicum(s), are one of the effective ways to stimulate the understanding of participants about the topics presented.
3. Effective learning of participants can be assessed through their performance development in the job place after application of gained knowledge and skills from the courses.

### **3.3 PROTECTION, RECOVERY, REHABILITATION AND REINTEGRATION**

1. Site visits are one of the most effective ways to learn what has been happening in the field and from there appropriate recommendations can be provided for all concerned to improve the practice.
2. Case studies of beneficiaries are an effective tool to highlight the success of project intervention.
3. The success of the project mainly relies on the close collaboration among the team concerned, especially the finance and technical staff, whereby they can regularly share and update each other about status of project execution against its expenses.
4. Recording on project achievements should be based on a simple and standardized format, which is familiar to all on how to apply it instead of everyone having their own format.

## **4. THE YEAR 2010 AND BEYOND**

COSECAM will commit to further realize its mandate through the continued execution of the three main programs: strengthening the institutional framework, capacity building empowerment and protection, recovery, rehabilitation and re-integration, which in turn it can contribute to address and eventually eliminate the child issues in Cambodia—particularly in trafficking and exploitation. Furthermore, we will continue to draw lessons learned from our project execution to improve our strategy and interventions.

## **5. THE STEERING COMMITTEE AND STAFF**

### **5.1 THE STEERING COMMITTEE**

COSECAM is legally governed by its policies and statute through the Steering Committee which is the top body of the coalition. There are five members in the committee including a chair person and other four members, which the chair person rotates once every two-year terms.

1. Ms. Hun Phanna, Chairman of Steering Committee and Acting Director of CWDA
2. Mr. Mr. Sok Sam Oeun, Member of Steering Committee and Executive Director of CDP
3. Ms. Ly Vichuta, Member of Steering Committee and Executive Director of LSCW
4. Mr. Sam Sovannarith, Member of Steering Committee and Director of Goutte d'Eau NL
5. Mr. Phok Bunroeun, Member of Steering Committee and Executive Director of CCASVA

### **5.2 STAFF MEMBERS**

To date there are 18 central based staff and 6 field project staff members, who have graduated in different backgrounds with qualifications in planning and development, education, law, advocacy and research, management, administration, accounting and finance. So far they are enthusiastic in their work and have continued to grow their knowledge and experiences through their daily engagement in the project execution both at national and field levels.

- **CENTRAL STAFF**

1. Mr. Tuon Vicheth, Coalition Director
2. Ms. Sea Sovityea, R & R Program Officer and FCU Coordinator
3. Mr. Chan Bunnara, Deputy FCU Coordinator
4. Ms. Prum Phaldyn, Project Coordinator (R & R)
5. Mr. Keo Sam Oeun, Advocacy Program Officer
6. Ms. Sokhan Serey Vethia, Advocacy and Research Officer
7. Mr. Em Poul, IHRD Program Officer
8. Ms. Kao Sokdeth, Assistant IHRD Program Officer
9. Mr. Chum Phally, TCU Coordinator (CETHCam)
10. Mr. Sok Sothun, Assistant to TCU Coordinator (CETHCam)
11. Mr. Oum Vongnarith, Finance Manager

12. Ms. Oum Mommary, Finance Officer/Accountant
13. Mr. Thong Phirum, Administration Manager (AM)
14. Mr. Chea Makara, Public Relations Officer
15. Mr. Nget Sopheap, Assistant AM
16. Mr. Mao Vannak, Driver and Messenger
17. Mr. Chhun Sanny, Driver and Messenger
18. Ms. Noin Channy, Cleaner (part-time)

- **FIELD PROJECT STAFF**

1. Mr. Meth Lorn, Field Project Coordinator (EEVP)
2. Ms. Sovann Dara, Field Project Supervisor (EEVP)
3. Mr. Ban Sambath, Field Project Supervisor (EEVP)
4. Mr. Long Samnang, Field Case Manager (CETHCam)
5. Mr. Yi Chan Dara, Field Case Manager (CETHCam)
6. Mr. Chea Ravy, Field Clerk (CETHCam)

### 5.3 ADVISOR AND VOLUNTEERS

- **ADVISOR**

John Vijghen is the one expatriate advisor working for COSECAM since the day of establishment in late 2001. Over the years of coalition development his role and responsibilities have changed from management to an advisory aspect as the capacity of national staff has been built and more independent. He is now the technical advisor for giving input on the strategic direction of coalition.

- **AND INTERNS/VOLUNTEERS**

Since 2004 onwards COSECAM has accepted 19 interns and volunteers both national and international, coming from organizations including AYAD/AusAID, Outreach International, and individual based applicants on the specific tasks for the coalition related to the law focused on advocacy and research, capacity building and training, social work and psycho-social counseling and administration development.

## 6. FINANCIAL REPORT ON FISCAL YEAR 2008-2009

### INCOMES AND EXPENDITURES IN 2008 – 2009

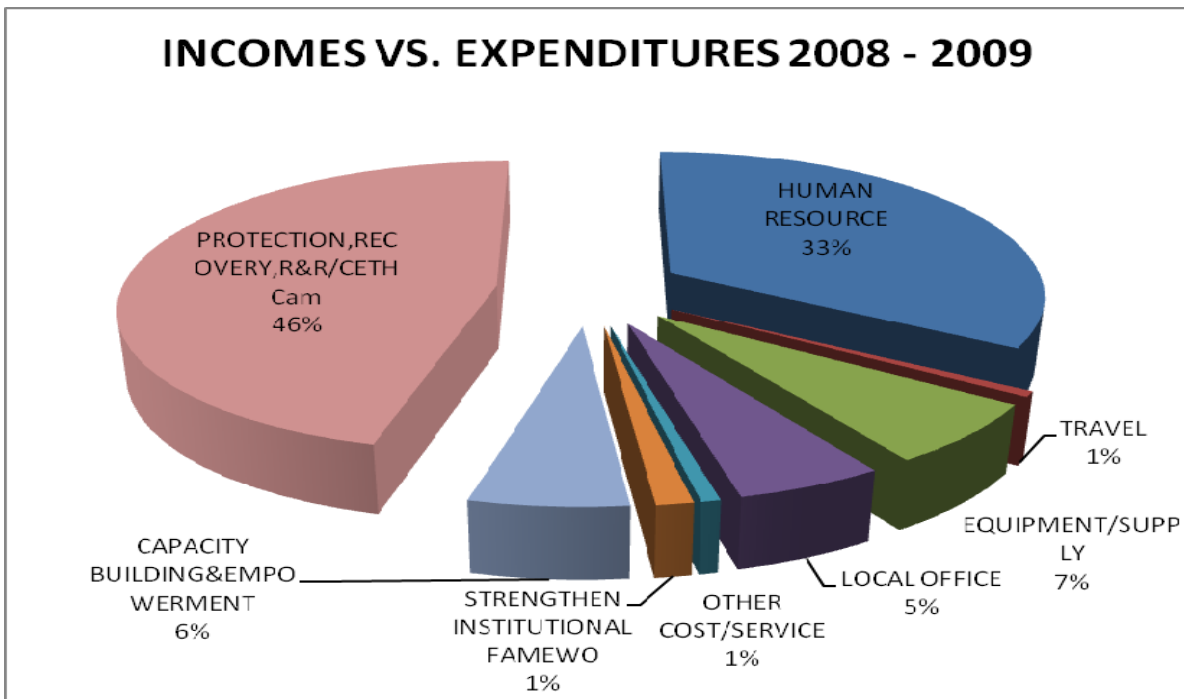
<b>I - INCOME FROM DONORS</b>	<b>2009</b>	<b>2008</b>
Opening balance	536,685	70,090
1 AJWS	-	7,500
2 ANESVAD	80,846	25
3 SKN	5,912	14,975
4 ICCO/EC	538,175	926,011
5 MSME	-	40,164
6 R.C. MAAGDENHUIS	5,681	2,861
7 INTERVIDA	27,955	-
8 COSECAM	7,633	3,523
<b>TOTAL INCOMES</b>	<b>1,202,887</b>	<b>1,065,149</b>

**II - EXPENDITURES PER HEADINGS**

1 Human Resource	275,618	232,655
2 Travel	3,794	5,379
3 Equipment/supply	4,635	96,150
4 Local Office	41,611	39,775
5 Other Cost/Service	9,093	1,672
6 Programs		
Strengthen Institutional Framework	10,870	9,535
Capacity Building & Empowerment	49,183	37,770
Protection, Recovery & Rehabilitation/CETHCam	590,357	105,529
<b>TOTAL EXPENDITURES</b>	<b>985,160</b>	<b>528,464</b>

**III - FUND BALANCE**

**217,726                      536,685**





*S. J. Fontamillas & Co.*  
CERTIFIED PUBLIC ACCOUNTANTS

#### AUDITOR'S REPORT

We have audited the accompanying financial statements of NGO Coalition to Address (Sexual) Exploitation of Children in Cambodia [COSECAM] for the years ended December 31, 2009 and 2008. The financial statements have been prepared in accordance with the accounting policies set out in Note 2 and accounting principles generally accepted in Cambodia.

#### **Respective responsibilities of the Organization's management and auditors**

These financial statements are the responsibility of the Organization's management. In preparing these financial reports, which gives a true and fair view, it is fundamental that appropriate accounting policies are selected and applied consistently. Our responsibility is to express an opinion on these financial statements based on our audit.

#### **Basis of opinion**

We conducted our audits in accordance with generally accepted auditing standards. An audit includes examining, on a test basis, evidence, supporting the amounts and disclosures in the financial statements. It also includes assessing the accounting principles used and significant estimates and judgment made by management in the preparation of the financial statements, and whether the accounting policies are appropriate to the Organization's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations, which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance as to whether the financial statements are free of material misstatements. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements. We believe that our audit provides a reasonable basis for our opinion.

The Organization's policy is to prepare the accompanying financial statements on the cash basis. On this basis, income are recognized when received rather than when earned and expenses are recognized when paid rather than when incurred.

#### **Opinion**

In our opinion, the financial statements gives a true and fair view, in all material respects, of the financial position of NGO Coalition to Address (Sexual) Exploitation of Children in Cambodia [COSECAM] as at December 31, 2009 and 2008, in conformity with the accounting policies set out in Note 2 and accounting principles generally accepted in Cambodia..

*S. J. Fontamillas & Co.*

Phnom Penh, Cambodia  
April 22, 2010

Suite 402, Corinthian Executive Regency Ortigas Avenue, Ortigas Center, Brgy. San Antonio, Pasig City  
Tel. No.: (02) 706-4836 • Telefax No.: (02) 706-4837  
email: stfontamillasco@yahoo.com

# COSECAM Publications

- 01- Annual report 2003
- 02- Advocacy Training Report: Lobby and Advocacy: Methods and Principles, 2003
- 03- Minimum Standard for Shelter, by Sim Souyoung, March 2003 (Khmer & English Version)
- 04- Minimum Standards for Residential Child Care, by Sim Souyoung, March 2003 (Khmer & English Version).
- 05- Exchange Visits to Centers: NGO Child Rehabilitation Centers in Cambodia, Reviewed by Amanda McLaughlin, May 2003.
- 06- Victims of Trafficking Workshop Report 1, Sold like Chickens: Trafficked Cambodian Girls Speak Out, by Sandy Hudd, May 2003 (Khmer & English Version).
- 07- Training Investigation Manual: Investigation of Commercial Sexual Exploitation of Children and Child Sexual Abuse in Cambodia (Khmer & English Version), 2003.
- 08- Child Recovery Centers: Intentions versus Realities, by John Vijghen, 2003.
- 09- Campaign Against Child Exploitation in Cambodia Report, May 2004.
- 10- Victims of Trafficking Workshop Report 2, Tricked by the Trade: Trafficked Cambodian Girls Speak Out, by Diane Lawrence, May 2004.
- 11- National Conference Report on Effective Strategies to Eliminate Sexual Trafficking and Exploitation of Children in Cambodia, August 2004.
- 12- Job and Business Search for Young Woman Project, by Lucid Cube Consulting, September 2004.
- 13- Cambodian Commodity Chain analysis study, Volume 1: Comparative Industry Assessments, by Lucid Cube Consulting, September 2004.
- 14- Cambodian Commodity Chain analysis study, Volume 2: Job Facilitation Program Recommendations, by Lucid Cube Consulting, September 2004.
- 15- Impact of Closing Svay Pak Research Report, by Dr. Frédéric Thomas, January 2005
- 16- New Practices of Prostitution Research Report, by So Sokbunthet, June 2005
- 17- Situation Analysis of Paedophilia in Sihanouk Ville Research Report, by Judith Von Gyer, June 2005
- 18- Goods & Girls: Trade Across Borders, by John L. Vijghen, Khun Sithon, 2005
- 19- Child Sex Tourism: Study of the Scope of the Problem and Evaluation of Existing Anti-Child Sex Tourism Initiatives, by Caroline Putman-Cramer, 2005
- 20- COSECAM Evaluation Report, by Lucid Cube Consulting, 2005.
- 21- Stories from The Heart: Girls Speak Out – Three Years On, by COSECAM Advocacy Team, 2007
- 22- Agreement on Guidelines for Practices and Cooperation between the Relevant Government Institutions and Victim Support Agencies In Cases of Human Trafficking
- 23- Integrated Child Issue Programming: The Survey of Situational Analysis on Integrated Programming to Combate Child Trafficking and Exploitation in Cambodia, conducted by IHRD Team, July 2007
- 24- COSECAM Annual Report 2004-2006, Published October 2007
- 25- Situation Analysis of the Commercial Sexual Exploitation of Children in the Kingdom of Cambodia: 2006-2007. Published December 2007
- 26- NGO Joint Statistics: Database Report on Trafficking and Rape in Cambodia 2005-2006. Published 2008
- 27- COSECAM's Delegates Meeting Record, October 2008
- 28- Annual Report 2007, Published November 2008
- 29- Coordinated Case Management: A National Coordinated Case System for Decentralized Services to Victims of Exploitation and Violence. Published October 2008
- 30- NGO Joint Statistics Database Report on Trafficking and Rape in Cambodia 2007-2008
- 31- COSECAM Annual Report 2008-2009
- 32- NGO Joint Statistics Database Report on Trafficking and Rape in Cambodia 2009
- 33- COSECAM Delegate Meeting Report, June 2009
- 34- COSECAM Member Directory, October 2009
- 35- COSECAM Girls Speak Out 2009 Report