

# **CHILD RIGHTS FOUNDATION**

## **ANNUAL REPORT 2007**

**(01 January - 31 December, 2007)**

### **I. INTRODUCTION**

Up to the end of 2007 Child Rights Foundation (CRF) remains committed to working for children's hope and interests in all its target areas: Kampong Cham, Kandal, Siem Reap and Phnom Penh City. Some activities of the four Projects being implemented have reached a culminant point of finalizing project implementation period with expected achievements done.

The project "Advocacy for Mainstreaming the Convention on the Rights of the Child (CRC)"- aiming at increasing awareness on Child Rights (CR), increasing Child Participation (CP) and reducing Corporal Punishment (COP) in 45 target schools- has ended its activities in the three target areas in Kg. Cham, Kandal and Siem Reap provinces while other three projects, "Mainstreaming CR in TTCs", "Trafficking and Sexual Exploitation of Children (TSEC) Prevention in School" and "Enhancing Capacity of Children and Youth (C&Y)-led Organisation" are on track to reach their expected results.

The project "Mainstreaming CR in TTCs" has its aims at mainstreaming the 5 topics of CR, CP, Inclusive Education (IE), Positive Discipline in Schools (PDS) and Prevention of TSEC into training program of Teacher Training Colleges (TTCs). The project focuses on capacity building of the Ministry of Education Youth and Sport (MoEYS) officials, Regional and Provincial TTC lecturers and pre-service teachers on the 5 mentioned topics. For this year, 2007, as a result at least 150 TTC lecturers and 2500 pre-service teachers of the 4 target provincial TTCs and 3 regional TTCs have benefited from the project.

The project "TSEC Prevention in Schools" has been implemented in close collaboration with Kandal Provincial Office of Education (POE), District Offices of Education (DOE) and the 10 target schools. It aims at strengthening capacity of teachers and students in target schools in initiating and taking actions to promote CR, CP and prevent TSEC in schools and surrounding communities. The project provides necessary knowledge and skills to prevent TSEC for 530 teachers and about 16,000 students of 10 target schools in Kandal province. It also assists and supports the trained teachers and students to plan and implement their initiatives aiming to inform around 16,000 community members about TSEC prevention; and provides direct services for over 200 vulnerable and poorest children studying at the target schools.

The "Enhancing Capacity of C&Y-led Organization" project is part of the 4-year strategic plan developed in 2005 for the Cambodian Children and Young People Movement for Child Rights (CCYMCR). The objective of the project is to build the organizational and programmatic capacity of CCYMCR to become leading C&Y network for CR in Cambodia. The CCYMCR is formed by 20 groups or organizations led by C&Y from 14 cities / provinces working for the CR promotion.

Up to now CCYMCR has maintained its role as CR advocate group doing CR promotion and monitoring in Cambodia. CCYMCR also keeps on going with the same activities, such as producing C&Y-led organization directory, writing report on the implementation of CRC, collecting and entering information in database, running CR resource center, building

capacity of member organizations, supporting initiatives of member organizations and expanding membership throughout the country.

It should be well reminded that all of these above four projects' implementation would not have been made possible without close and sincere cooperation and collaboration with the MoEYS and in particular with the three departments: Youth Department, Primary Education Department and Teacher Training Department; and POE as well as DOE.

The following achievements were made during the period of 2007:

## **II. ACHIEVEMENTS**

### **2.1. PLANNED ACTIVITIES**

#### **Project 1: Advocacy for Mainstreaming the CRC:**

##### ***Training Manual and IEC Materials on CP Produced and Distributed for the Target Groups***

The amount of 4,000 copies of CP training manual, a set of IEC materials on CP including 40,000 copies of leaflets and 4,500 copies of posters on CP had been developed and printed to be distributed to trainers, target schools teachers and students as well as disseminated in some amount to other POE of MoEYS and TTCs. Furthermore, to enhance the teachers' capacity and broaden their knowledge potential while working with children, a helping tool "Teachers' Guidebook" was developed and printed for 500 copies to be distributed to in-service teachers and core trainers.

##### ***29 Core Trainers Received a Comprehensive Training on CP***

A 5-day Training of Trainers (TOT) on CP for core trainers and Provincial Working Groups (PWGs) from the 3 target provinces was conducted for 29 trainees (9 female) at Kampong Cham TTC starting from 26 February through 02 March, 2007. As agreed on planned activities for target provinces, a new topic for this year, CP, was to be launched for use in the target areas. The first step to be taken was similar to that of previous year, i.e. training for provincial core trainers on the new topic on CP.

##### ***432 In-Service Teachers Trained on CP***

Following the above TOT training for core trainers, three 5-day training workshops were conducted in the three target districts; whose objectives were to enhance the capacity and knowledge on CP for in-service teachers and to promote Children Council (CC) implementation process for the target schools. As a result 129 teachers (including 59 female and 11 community representatives) from 8 target schools in Kandal province, 156 in-service teachers (including 80 female and 6 community representatives) from 23 target schools in Siem Reap and 147 teachers from the 14 target schools (25 female and 11 community representatives included) in Kampong Cham province participated in the workshops and gained knowledge on the above issues.

##### ***30 Provincial Core Trainers Received a Refresher Workshop***

A 3-day refresher workshop was conducted for 30 PWGs members and core trainers (11 females) from the 3 target provinces. This was a kind of follow-up training for core trainers to refresh their knowledge that had been gained earlier this year. Included in the training process were reports on progress made by each target province, difficulties faced and

problem solving, review some topics on CP, CC election in plenary, how to do planning and how to involve children in planning. It is proudly noted that the training process was shared by Director of Youth Department, Mr. Phan Sokim, and Deputy Director of Primary Education Department, Mr Chan Sophea who conducted a session on CC and promoting new guideline for CC operation. The contents of the program mainly focus on how to involve children in CC and how they can involve in CC planning in order to develop their capacity and schools.

### ***398 In-Service Teachers Gained More Knowledge on CP and Children Involvement in Planning***

For the same purpose as the above refresher workshop for core trainers, a 3-day refresher workshop was organized separately in each target district. As a result 398 in-service teachers (including 155 female and 37 community representatives) were trained. Sessions highlighted in the 3-day refresher workshop were reflection on difficulties faced and problem solving, reviewing some topics on CP, CC election procedure, how to do planning and how to involve children in planning.

At the end of each workshop period, rewards were delivered to best performance schools and teachers who had been proactively conducting CR activities and applying knowledge and concepts learnt from the above trainings in their schools.

### ***Students in 45 Target Schools Have Understanding on CP Concept***

To promote CP in target schools, CRF in close cooperation with PWGs provided necessary means and assistances to teachers to conduct activities with students. These included the organization of a 2-day CR training on CP for students at the beginning of the new academic year, one to two hours children sessions in conformity with action plan and a half day of CR contest during “International Children’s Day-1<sup>st</sup> June” in each target school. The activities during the event were CR quizzes, drawing, dramas, children games, songs etc. The event also inspired parents and local authorities including monks and communities members on ability and confidence of children in initiating and performing activities contributing to the promotion of their own rights. In addition, most of the target schools have set up CC and students also willingly participated in planning and implementing the activities.

### ***Capacity of CC in Three Target Schools Built***

On request made by PWGs and school directors for assisting a good function of CC, three training sessions on CC were given and conducted by CRF staff for newly elected CC members. One target school in each target area was given such a training, which is served as school model in terms of CC new structure and its function. The total number of 82 CC members (35 female) was trained on awareness of CC, CC action plan development, strategy for promoting CP into CC activities and so on. This kind of training was welcomed by school directors and teachers who are in Advisory Board of CC as it is very helpful to school children to take their responsibility and study more seriously.

### ***PWGs’ Members and School Directors Got Exposed to CR Experiences from Other Schools***

This kind of visit really played an important role for changes both for PWGs and School Directors. The visit gave opportunity for the participants to share experiences in terms of school management as well as improving school environment and other issues so that it become a friendly space for children to stay in and learn. To this end CRF has organized two study visits of that kind to Dambae target schools: one for 30 provincial core trainers and

PWGs from other two provinces, Kandal and Siem Reap and another one was intended for School Directors and one core trainer each province from Kandal and Siem Reap provinces. During a feedback meeting after the visits guests-visitors (school directors and core trainers) have expressed their surprise over the improved status of those target schools. This could be the result of previous study visits when organized for the host school directors to Siem Reap in 2006. That was the impact of study visits on target schools.

### ***PWGs and Core Trainers Meeting in Each Target Province Held***

Just as planned in the action plans of the target schools at the end of calendar year, a task of assessment of teacher/students' awareness on CR, COP and CP concepts was performed simultaneously in the three districts' target schools.

However, regarding to PLAN's evaluation just has been done by DataCam for the target schools on the teacher and student knowledge, so the meeting between PWGs and Core Trainers were conducted in each target provinces to share experience, lessons learnt and evaluate the effectiveness, relevance of the project and cooperation between CRF and partners in the project implementation. After all, the PWGs and Core Trainers of the three target provinces made a sound judgment for CRF by scoring on average 8.5 for project effectiveness, 8.5 for relevance of the project and 9.5 for cooperation and by and large many recommendations and requests were heard during the meetings: CRF should expand the project to other areas and allow more time for existing target schools to continue working in CC strengthening; requests for more CR activities in the target schools; monitoring mechanism, PWGs should be kept as it is today if further project is available...

## **Project 2: Mainstreaming Child Rights in Teacher Training Colleges:**

### ***5,000 Copies of Training Manual on "CR Application in Schools" Were Printed and Distributed to MoEYS, 24 POEs and 25 TTCs.***

5,000 copies of the above mentioned training manual were printed and distributed to MoEYS, 24 POEs and 25 TTCs. The training manual contains 5 modules: Module 1- Understanding Fundamental Rights of the Child, Module 2- CP, Module 3- IE, Module 4- PDS and Module 5- Preventing TSEC. The training manual was adopted and officially recognized by MoEYS to be used throughout the country.

The purpose of the development of this training manual is to give TTC lecturers practical guides in teaching on how schools and classrooms could become more inclusive and learning-friendly to pre-service teachers assembled in each TTC. This training manual was also developed in response to the MoEYS Child Friendly School Policy which focused on 3 aspects: 1. Enforcement of CR realization, 2. Quality and effectiveness of education and 3 MoEYS commitments to Millennium Development Goal, Education for All and Cambodia Strategic Plan for Education.

### ***61 MoEYS Officials Across the Country Learned How to Use the Above Training Manual.***

Sixty one directors/deputy directors of the 24 POEs, directors/deputy directors of the 25 TTCs and a number of MoEYS officials participated in a 3-day national workshop on "Use of the Training Manual-CR Application in Schools" held in Phnom Penh on 25-27 December, 2007. The workshop was honored by MoEYS Under-Secretary of State, director of Teacher Training Department, director of Primary Department and director of Youth Department.

### ***A National CR Lecturer Team Formed.***

A national CR lecturer team was formed in a meeting held in February 2007 with recognition from the MoEYS. It consists of 10 people from Teacher Training Department (TTD) and the 7 target TTCs. The team plays a number of roles such as: providing training for TTC lecturers, organizing national workshops, participating in developing training materials, promoting and monitoring CR education in TTCs. Through the constructive meeting held with directors and deputy directors of the target TTCs and TTD officials a strong linkage between the MoEYS, target TTCs and CRF for the implementation of the project was also built.

### ***10 Members of the National CR Lecturer Team Trained on CR and CP***

A 4-day training on CR and CP was provided for the 10 national lecturers and 2 officials from host province in early April 2007. The purpose of the training was to enhance capacity of the formed national CR lecturer team on CR and CP so that they are able to transfer their knowledge to lecturers in the target TTCs and to develop action plan for follow up training for selected lecturers and teacher-students.

### ***210 Lecturers Working In the Target TTCs Trained on CR and CP***

Following the action plan developed in the above training the MoEYS issued a letter dated 11 April 2007 allowing CRF in collaboration with target TTCs to organize a 3-day training on CR and CP for almost lecturers in each target TTC. As a result, 210 lecturers (75 female) attended the trainings and gained knowledge on the above issues and are able to transfer it to the pre-service teachers in their respective institutions.

### ***2,726 First Year Pre-Service Teachers Trained on CR and CP***

Fourteen 3-days' CR and CP training workshops were conducted for 2,726 pre-service teachers in the 7 target TTCs. The workshops were facilitated by lecturers who had previously been trained by the project. The objective of the training is to enhance pre-service teachers' knowledge and understanding on fundamental rights of children, CP promotion and roles of teachers contributing to the implementation of CR in Cambodia.

## **Project 3: TSEC Prevention in Schools**

### ***Training Manual on TSEC and IEC Materials Produced and Made Available for Teachers, Students and Communities Members.***

550 copies of teacher's manual and 180 sets of teaching aids, each set consisting of 11 placards on TSEC prevention, CRC Principles, and a wall chart on CP Standard were produced to assist both core teachers and in-service teachers of the 10 target schools for sharing the above knowledge with their students in a child friendly way.

Besides the manual and teaching aids, reading and information materials on necessary knowledge to prevent and combat TSEC developed and made available. This includes 45,000 copies of TSEC prevention leaflet and 15,000 copies of poster entitled "Zero Tolerance to Child Offender" produced and distributed to students of the 10 target schools, and handed to children and villagers in 10 surrounding communes.

### ***Capacity of Teachers on TSEC Prevention Built***

84 selected teachers of the 10 target schools were appointed as core trainers. They were equipped with key concepts, and necessary knowledge and skills through a 3-day training to enable them to conduct further trainings for in-service teachers. As a result, around 500 in-service teachers of the 10 target schools were built up capacity through a series of ten 2-day

trainings on CR, CP and TSEC prevention. The trained teachers of the target schools were sensitized to refresh and deepen their knowledge through ten 1-day trainings on four topics: Understanding about Child Abuses, Body Integrity, Child Self Protection from Sexual Harassment and Safe Migration.

### ***Students Sensitized and Trained on CR and Necessary Knowledge and Skills for TSEC Prevention.***

Besides providing relevant knowledge and skills to all in-service teachers, core trainers also played significant role in building up capacity of C&Y Councils in the target schools who recognized as schools' young resources and CR activists actively involve in awareness raising and advocacy activities, particularly in a child friendly way. By receiving 201 training sessions this year (around 20 sessions per school) from core teachers and the C&Y Council leaders, C&Y Council members have conducted peer educations and sharing sessions for their classmates and friends at communities during free time.

In total, during the first-half academic year, 11,525 (5,347 females) students were trained by the trained in-service teachers on TSEC Prevention and CP Promotion; and 11,999 (5,446 females) students in the second-half academic year got trained from their teachers on several topics such as Understanding about Child Abuses, Body Integrity, Child Self Protection from Sexual Harassment, Safe Migration.

### ***C&Y Councils' Function Strengthened***

To enhance the functioning of the C&Y Councils, several activities were organized. These included an exchange trip organized for principals and core teachers of the 10 target schools to share experiences, learn to run C&Y Council and discuss further actions for strengthening, supporting and selecting C&Y Council for new academic year. A Children's Conference on "Enhancing C&Y Councils" was also organized for children's representatives from the 10 target schools & representatives of Cambodian Children & Youth Movement for Child Rights (CCYMCR), a network of 22 C&Y led-organizations or groups coordinated by CRF, during which the children participants had opportunity to access and learn from their strengths and weaknesses in developing a good C&Y led-institution, learn how to do planning with high participation of children and discuss future linkage between C&Y Councils as well as linkage with CCYMCR.

Generally, C&Y Council members have clearly understood their roles and responsibilities through information / educational booklets about CC in schools that had been produced and distributed widely among teachers and students in the target schools.

What is more was that regular C&Y Council open forums have provided floor for members to discuss C&Y Council's functioning, progress, difficulties faced and solutions, during which the C&Y Council members were encouraged to freely express their views and concerns. Manifestly, four children from 4 out of the 10 target schools were selected to attend a joint National Children Forum on "Promoting Action against TSEC" co-organized by the Cambodia National Council for Children, the International Labour Organization, CRF and other Local NGOs. As a result, children came up with a number of SMART recommendations to key people concerned, to the Government of Cambodia and the Mekong Sub Region countries. The forum was an interesting event as well as the first ever dialogue between children participants and the government officials.

After all, students of the target schools had opportunity to exercise their knowledge and skills through joining other activities such as children's drawing contest in their schools organized by C&Y Council Executive Committee. There were 389 students joining in with this competition in which 50 students received winning prizes and 50 received incentive prizes.

### ***Local Authorities and Community Members Sensitized and Proactive on the Issue of CR and TSEC***

With support from CRF, Kandal DOE and local authorities, 10 campaigns against TSEC were initiated and organized by students and teachers of the 10 target schools. Approximately 20,000 communities' members as well as local authorities were informed about TSEC issues, and were advocated to join hand in protecting the children from sexual abuses on the theme of "Zero tolerance to offenders."

Besides the campaigns, 74 educational activities were conducted by 398 C&Y Council members for 2,886 peers (1,341 females) in 54 villages. This activity was a new initiative which gained lots of benefit, not only knowledge for child trainees on CR and self protection from sexual abuses, but also parents and local authorities. This also brought new experiences and lessons learnt for child peer educators and assisted teachers with conducting peer educations at communities.

### ***201 Vulnerable and Poorest Students in the Target Schools Received Urgent Support to Maintain their Schooling***

In 2006, CRF provided material supports for 217 vulnerable poorest students of the 10 target schools. And this year, 2007, CRF has continued this support providing study materials, school uniforms and transportation means (bicycles) for 201 poor students including those who used to receive support in the previous year in order to maintain their schooling. This task had been done by a team consisting of C&Y Council members and teachers through investigating, monitoring and follow up activities to assess their changes in terms of school performance and the way they have used and maintained the material supported.

### **Project 4: Enhancing Capacity of Child / Youth-led Organization**

#### ***Annual Conference of CCYMCR Held***

A 2-day Annual Conference was organized for 20 member organizations / groups to discuss and reflect the roles played in the network. This came up with the following decisions:

- Maintain roles and tasks of the Movement as CR advocates in monitoring the implementation of CRC in Cambodia,
- Continue to work in line with the strategic plan jointly developed,
- Withdraw two member organizations i.e. Cambodian Children Development (CCD) and Child Support Foundation (CSF) from the current Advisory Group due to their age constraint,
- Revise two types of membership application forms in compliance with the adopted criteria,
- Expand the network membership: look for more groups of C/Y which based in provinces of Pursat, Svay Rieng and Prey Veng.
- Recruit two youth volunteers for the secretariat of the Executive Committee to replace those who had resigned from the post.

#### ***CCYMCR Organizational Development Strengthened***

The statute was discussed in the annual conference in April 2007 to revise the existing internal regulations, during which mandate for the Advisory Group, mandate and duties / responsibilities, working hours for Executive Committee members, and the failure of member organizations / groups to show up in meetings were raised for discussion.

For smoothing the movement activities for C&Y, two types of membership application forms were revised accordingly in compliance with the adopted criteria. In addition, the organizational structure and logo of the Movement was also reorganized and adopted in a

special meeting of members in order to meet the practical need and leave space for members to be involved more in the coordination of planned activities, and share the burden of responsibility of the secretariat. Four WGs were set up - Training WG, Advocacy WG, Information and Documentation WG, and Networking WG. These are the backbone to give support to the Secretariat and the Advisory Group.

CCYMCR, by and large, has expanded the membership coverage towards west and southwest region of the country and two new children's groups - Care Community Volunteer (CCV) in Pursat province and Osampor Children & Youth Club Federation (OCYF) in Banteay Meanchey province - were formally registered as members, which, by the end of this year, has made the network grow up to 20 members and covering 14 provinces.

### ***Knowledge of CCYMCR Members Enhanced***

An assessment was conducted among members in 1<sup>st</sup> quarter to evaluate on strengths and weaknesses of individual member in terms of management, knowledge, skill and resource needed for support for further improvements. The assessment showed that the empowerment of capacity for members is still become a perpetuity the network and at the same time some that some of them are of potential resource members that could be learn from.

This year, the empowerment of members' capacity has become the most preoccupation of the Movement. Members spent much of their time attending workshops or trainings: two trainings by CRF, four sharing sessions (2 by external NGO network, 2 by members), and three workshops or meeting given by donors/consultant. Following up after the two trainings, 15 trained members thereafter shared their knowledge to further it to 265 peers in their respective organizations / groups they belong to.

#### *a) On CRC Promotion and Monitoring*

The capacity building on monitoring the implementation of CRC has been conducted this year as a continuum of last year's workshop on promoting the implementation of UNCRC. Experienced and potential resource persons from CRF were mobilized to facilitate a 3-day workshop for 35 participants. Topics covered by this were on: the Understanding of UNCRC, Definition of monitoring, Monitoring process and UN and National Mechanisms to monitor the CRC implementation, Cambodia's Experience in preparing NGO's supplementary report to UN, UN concluding observations. A plan of action drawn up for collective monitoring in 2008 was on the Violence against Children.

#### *b) On CR issues and Necessary Skills*

Two Executive Committee members attended the 3-day training on CP and TSEC prevention in Kandal province. There were 4 topics such as the CRC Principle, CP, TSEC and Facilitation Skill which were organized and facilitated by CRF.

Two 5 and 3-day sharing sessions were co-organized and conducted by 5 member organizations of CCYMCR – i.e. SEC, CAMP, KCD, CYVC and CYDC-KL for their members. Basic knowledge shared were topics identified in earlier assessment: project management, project monitoring and evaluation, facilitation skill, self-development, conflict resolution and peace, and communication. An SCS Regional Advisor on Organizational Development, CCYMCR / CRF organizers and facilitators were invited to observe and share comments on the process and methods facilitated / conducted during these sessions.

#### *c) On Children Issues vs. Relevant National Laws*

In 2007, CRF project staff coordinated two sharing sessions for 23 members. This was a preliminary and basic knowledge ever provided on domestic laws and policies protecting children against abuse and exploitation. Three lawyers from Legal Aid of Cambodia (LAC) were invited to share experiences. Topics or issues presented were on four groups: i) Child Abuse, Child Detention and Juvenile Delinquency ii) Contract and Marriage Laws iii) Child Adoption and Children Crossing Borders iv) Birth Registration and Abortion.

*d) On C&Y Organizational Development*

One CRF officer and two Executive Committee members of CCYMCR and three CCYMCR members participated in two workshops on Critical Thinking held in Phnom Penh and facilitated by SCS Regional Advisor. Other participants were from CAMP, CC and CCYMCR. Those who participated in this workshop gained knowledge and had better understanding about data collection and analysis, and how to think critically which helps them to improve in project planning.

Three CCYMCR members and one Executive member participated in a workshop on Enhancing Capacity of C&Y Councils organized by CRF. This provided opportunity for CCYMCR to learn and build future cooperation with C&Y Council in schools.

Three members and one project officer participated in the 2<sup>nd</sup> Regional Meeting on Organizational Capacity Development for C&Y Organizations in South East Asia and Pacific region organized by SCS in Thailand. This workshop aims at increasing competence, knowledge on the organizational development and skills; strengthening relations and exploring areas of cooperation and support for these organizations.

*e) On Project Management, Reporting, Research*

Two Executive Committee members and seven Advisory Group members were registered to attend Core Skill training courses on general office skills, report writing skills, project management, and baseline data field research. These are regular scheduled classes that will be given in February 2008 by a local development organization.

***CCYMCR Monthly Meetings Conducted***

Regular meetings of representatives of member organizations were convened and organized on monthly basis at CRF Office. These serve not only as a venue for them from different provinces and background of work to meet, but also to report and exchange information / experiences and make decision on specific actions to undertake in response to the 2007 action plan. Members were also convened in the December meeting to evaluate the achievements of the project. The meetings also discussed the sustainability and provided insights for members in reflecting the back to the statute, resources, capacities and skills, membership and its commitments. Besides the usual agendas, the monthly meetings were sometimes used as venue for members to attend and learn new knowledge and experiences on a variety of their interests. Accordingly, CRF project officer identified resource persons and coordinated with those relevant NGOs and government institutions to share.

***Campaign to Stop Violence against Children Launched***

A campaign "Stop Violence against Children!" was organized to coincide with the Human Rights Day. It was jointly organized by CCYMCR and CRF in collaboration with Siem Reap POE and school management committees of Banteay Srei district. The event was scheduled and combined to group of activities together in order to reach much more influence to the audience:

- A children's Marathon participated by 200 students from 23 schools of the district.
- A rally held in the school premise with 300 people including parents, provincial and local authorities, teachers, school children and visitors participated and enjoyed in a variety of activities like speeches, performance/ songs, games, quizzes.
- A dissemination of IEC materials in 5 villages of which 3000 posters and 2740 leaflets were distributed during the event.

Beside the above joint activity in Siem Reap eleven member organizations joined in a consultation to explore ideas and activities that are feasible in community aiming to raise awareness and prevent people from using violence against children. They raised several practical ways to do but came up with 5 priorities: conducting workshop, drawing contest, campaign, role play, and survey. Each group/organization chose one activity to be carried out in their own location/community. The initiatives raised by member organizations were supported by the CCYMCR and implemented in eleven provinces and municipality of their targets i.e. Phnom Penh, Kompong Cham, Svay Rieng, Kampot, Pursat, Kandal, Kompong Speu, Takeo, Koh Kong and Siem Reap. It was reported that 706 C&Y and adults participated in these activities.

### ***Visit to Member Organizations Conducted***

Seventeen member organizations working in community based in 15 provinces were visited by the Executive Committee members in order to update information in relation to program or project they work for children, and also to assess their organizational development such as organizational management, membership, funding support, meeting process, internal policy/regulations, area of focus or specification.

Results from the assessment had been documented and further discussion and action taken will be made in the next year agenda.

### ***CR Resource Center Improved in its Function***

The Resource Center was equipped with two computers, one with internet access and the other with database system. 233 publications were updated and stored this year adding all publications up to 1769.

Internet and publications are accessible free of charge by CCYMCR members and non-members. We recorded 122 operations of reading and internet using.

A website was set up and three items to be posted on this website were: i) CR indicators, ii) Resource Center and iii) CCYMCR (vision, mission, goal; work & achievements; members & locations, membership & contribution).

The database system has been so far renewed with new format so that it reflects and covers as much as possible on topics responding to the UNCRC reporting format. Some data have been so far collected and installed in the system especially on the area/sector of Education, Population of Cambodia, Basic Health and Welfare, and Special Protection Measures. The data is essential for CCYMCR and other groups in the preparation of report, monitoring and advocacy activities.

## **2.2. UNPLANNED ACTIVITIES**

In addition to the above planned activities CRF involved in the following activities and events:

### ***A Survey on CR Education in TTCs Conducted***

Following decision made in the meeting in February with TTD Officials and directors of the target TTCs, a survey on CR education in TTCs was conducted in 12 TTCs located in 8 provinces to find out how those TTCs integrate CR education in their training program and

how they make use of the existing IEC materials. Findings indicated that all the TTCs recognise that training CR to teacher students is very important. However, when asked how many teaching hours spent on CR education, most TTCs revealed that only one or two hours, except the CRF's target TTCs spent three days at the beginning of the new academic year; and they suggested that all TTCs throughout the country should have an agreement on lessons and appropriate teaching hours for CR training in TTC training program. They prefer a practical training manual that contains lessons on different child related topics- CR, CP, IE, PDS, and TSEC prevention, and each lesson should design for only one or two hour teaching.

#### ***A Visit of a Save the Children Sweden (SCS) SEAP Regional Education Advisor to Cambodia Hosted***

Two visits made by a Regional Education Advisor of SCS to Cambodia were coordinated. During the visits the Advisor met with an Under Secretary of State of the MoEYS, Director of TTD, visited TTC Kampong Cham, TTC Siem Reap and two schools supported by Kampuchean Actions for Primary Education. The purpose of the visit was to learn how TTCs in Cambodia integrate CR education in their training program and explore possible ways to work in education area in Cambodia.

#### ***Exchange Visits between Hong Kong Committee on CR and CRF conducted***

Two CRF staff members visited Hong Kong Committee on CR Program and 2 staff members from Kids Dream, Hong Kong Committee on CR and SCS Regional Organizational Development Advisor visited CRF CR Mainstreaming Program in Kandal and Siem Reap provinces. While paying a visit to target schools, the guests/visitors, gave much impression on the children who were very confident in expressing own views and actively participating in a CC sessions being conducted by their peers and CRF staff. They were also interested in ways and processes of mainstreaming CR training in Education system introduced and implemented by CRF in partnership cooperation with the MoEYS.

#### ***5,500 Copies of Children's Art Works Booklet Produced and Widely Distributed***

With financial support from SCS, CRF has compiled children's art works from the CR contests organized in CRF target schools. In total 5,500 copies of "Children's Art Works Booklet" were printed and distributed to the target schools for further sensitizing and raising awareness among children themselves on the issues related to their rights and welfare. This activity also aimed at promoting and encouraging students and teachers in creating more initiatives promoting CR especially rights to participation in schools and communities.

#### ***CRF Staff Participated in Partnership Meetings***

CRF staff members were invited to participate in a 2-day partnership meeting organized by Plan International –Cambodia to assess effectiveness and relevance of the project supported by Plan as well as partnership cooperation between Plan and CRF. CRF staffers also attended a range of partnership meetings held at Kampong Cham and Siem Reap PLAN's offices to update progress each partner has made and find way for further improvement in project implementation in their respective target areas.

#### ***A Staff Member Participated in a Cambodia Child Helpline Consultation Meeting***

The purpose of the meeting was to introduce the child helpline and compile ideas and suggestions of participants. This was the first consultation to design a toll-free national child helpline in Cambodia. It aims to provide all children in Cambodia with the opportunity to access a national helpline and referral system of appropriate support and assistance.

Following this CRF regularly participated in Child Helpline meetings and became a member of its steering committee.

***A Staff Member Participated in a Workshop on Domestic Violence Focusing on Child Abuse Related to Trafficking in Person***

The workshop was organized by the US Embassy in Cambodia in collaboration with Project against Domestic Violence and presented by Dr. Robin N. Haarr, an Associate Professor of Criminal Justice and Criminology at Arizona State University. The presentation was about the situation of domestic violence, spousal and child abuse, risk factors, interventions and developing coordinated community response to domestic violence and technique of how to deal with child abuse that may be related to issues of trafficking in person.

***CRF Staff Attended a National Workshop on Sharing Survey Results of Integrated Child Issue Programming***

The workshop was organized by COSECAM and sponsored by GTZ to introduce the result of a survey made for collecting information on trans-boarder child related issues.

***A Visit for ANESVAD Representative to CRF Program Arranged***

During the visit a number of activities were arranged. These included a meeting with Government Officials from MoEYS, the three Departments in partnership with CRF, CRF management team to be held at MoEYS' Youth Department on 15 November, 2007. After the meeting, a visit to a target school C & Y Club in Kandal province and meeting with the CCYMCR were arranged for the ANESVAD Representative to meet with C&Y activists and to get insight to the project.

## **2.3. MONITORING**

To ensure the smoothness of the project implementation process as well as quality of work, a series of monitoring activities were conducted as follows:

Monthly meetings with CCYMCR members were organized to update activities done and discuss difficulties faced and future challenges, solutions as well as to prepare for upcoming events/activities to be carried out effectively. For the same purpose regular meetings with school directors, PWGs were also arranged in each target province.

CRF project staff and the PWGs regularly conducted joint or separate visits to the target schools in order to follow up activities performed by schools or to provide practical advice. Activities during the visits included direct observation, discussion or interviews with club members, students, teachers and school management teams to find out changes in learning and teaching environment, attitude and knowledge as well as to identify obstacles or factors hindering the implementation of the project activities in schools.

Moreover, some necessary tools have been developed to facilitate the monitoring tasks. CRF has also regularly received quarterly progress reports from each CCYMCR member organization and PWGs.

The issues and information raised and obtained from the field through the above mentioned monitoring activities were brought up to the PSC meeting which would be held in every quarter for updating progress made, difficulties faced as well as to discuss and identify effective and appropriate strategies for further improvement. For instance within 2007 implementation period four rounds of meeting with PSC and PWGs from the 3 target provinces and CRF staff were held. In addition to the above agendas the meetings focused on discussion about the establishment of CC along with its revised structure, role and

responsibility; and phasing out strategy for the “CR Mainstreaming in School Project” which would end in December, 2007.

### **III. ORGANISATIONAL DEVELOPMENT**

#### ***Policy Development***

To create a good and healthy working environment for all staff members, CRF based on the outcomes of the annual staff meetings and management meetings, has revised some policies and procedures to fit the real needs of the organization function. For instance, this year CRF developed a Child Protection Policy (CPP) as promised earlier to meet future needs of the organization to help staff and partners in fulfilling tasks effectively with high positive impact on children. The draft policy was submitted to this year’s annual staff meeting for debating and approval.

At the annual meeting, CRF also reviewed other parts of its management manual to fit the present situation. Some amendments in the policy and procedure related to personal management, administrative management and financial management were slightly made to ease the application.

An action plan to improve the financial and admin system was also developed in the course of this period. This has been used as a check list to monitor its performance.

#### ***Capacity Building***

To strengthen the organization capacity as well as to ensure the quality and effectiveness of the program, many efforts had been done to enhance capacity of staff members. Those included internal and external training activities as follows:

- On April 3rd – 4th, a 2-day Organizational Capacity Development Meeting was organized for staff members to revisit CRF program, reflect on the 3 circles of the organization: To Be, To Do and To Relate and finally to discuss CRF positioning for the next 5 years. This important meeting was facilitated by the SCS Regional Advisor on Organizational Development.
- A 2-day partnership meeting was held at CRF Office on the 19th – 20th of June for CRF and the Hong Kong Committee for CR to create opportunity for the 2 organizations to share each other lesson learnt and experiences in working with C&Y empowerment. This meeting was also facilitated by the SCS Regional Advisor on Organizational Development.
- A half - day training on Juvenile Delinquency and Child Detention was conducted at CRF for the CCYPMCR members and CRF staff who involved in this area of work. The training was facilitated by legal experts from the Legal Aid of Cambodia (LAC).
- The 4th Donor Meeting held on the 24th May, 2007 to introduce CRF past achievements, challenges and program for the next 3 years as well as to look for possible cooperation and support for the upcoming years. Representatives from 8 donor agencies showed up in the meeting. These included JICA, JICRC (Japan International Child Rights Center), Plan International Cambodia, Save the Children Sweden (SCS), Save the Children Norway (SCN), UNESCO, UNICEF and World Vision-Cambodia. It was a successful meeting where donors had chance to share their views on supporting the partner organization. Also for donors who are based abroad it was a good opportunity to learn and get to know the organization better and at the same time to relate to others. Some donors can commit themselves during such a meeting and others can then also express interest and options. Some can not commit themselves but they can be followed up later. Thus far CRF has good experiences in

organizing donor meetings which is a quite unique – not many organizations are doing this.

- A 3-day training on “Child Safe Organisation and Child Protection Policy” for awareness raising among CRF staff was conducted. The training was followed by CRF staff’s commitment to develop a policy on Child Protection for the Organization’s sake.

Besides the above internal trainings and meetings there were also some trainings and workshops that CRF staff were invited to participate in as the following:

- One CRF Program Manager and two policy makers from MoEYS, one TTD Director and one Under-Secretary of State, participated in an 8-day IE training course organized by the Centre for Special Needs and Studies in IE of the Hong Kong Institute of Education and sponsored by SCS. The training provided participants with a platform to share experience on promoting IE, to gain knowledge and experience from existing programs in Hong Kong and to develop actions plan for further IE promotion.
- One Program Manager attended a long term Management Training course organized by COSECAM in collaboration with Pannasastra University of Cambodia since March 2007 till December 2007. It is a series of 5-day course which conducted monthly for building up capacity of COSECAM members and partners on different topics including investigation, conflict resolution, project management, child development and advocacy.
- Four CRF staff members participated in a three and half days training and follow up workshop on Child Safe Organization conducted by Save the Children Australia (SCA) with financial support from AusAIDS. It aimed at promoting understanding about Child Safe Organization among partner organizations and assisting them in developing a standard Child Protection Policy.
- Two CRF staff members participated in a workshop on Strategic Planning at Children Committee (CC) organized by the SCS Regional Adviser on Organizational Development.
- One CRF staff member participated in training on “Advocacy” organized by COSECAM. The participants of course were given a practicum to reinforce theoretical materials within organizations.
- One CRF staff members participated in training on “Project Proposal Development for Fund Raising” organized by ECPAT and sponsored by ANESVAD and INTERVIA Cambodia at VBNK.

### ***Financial Management***

Concerning the finance management, every year CRF hired an external audit, KPMG, a general accepted audit firm, to audit its overall financial statement. This year the company took about two weeks to complete its auditing process. The audit report was published in March. In its opinion, it stated that the financial statements present fairly, in all material respects, the fund received and payments made and the fund balance of the organization for the year ended 31 December 2006, in accordance with the accounting policies set out.

In addition to this, in May an internal auditor of Plan International - Cambodia did financial and activity audit of the program supported by Plan. As a result a number of suggestions were made to improve financial and admin procedures to fit the real practices and needs of the organization.

### ***Board of Director***

A board meeting was held in May to discuss issues related to CRF donor meeting and CRF program for 2008-2010. CRF needs to look for two more board members to help fulfilling its mandate.

### ***Staffing***

This year CRF recruited six more staff, three Project Officers, one cashier, one receptionist and one Security Guard, as CRF expanded its scope of work. All together we have 19 staff members of whom 8 are program support staff and 11 are program staff.

## **IV. NETWORKING**

As CRF is still a member of NGO Committee on the Rights of the Child (NGOCRC), End Child Prostitution, Abuse and Trafficking in Cambodia (ECPAT-Cambodia), NGO Coalition to Address Sexual Exploitation of Children in Cambodia (COSECAM), Child Workers in Asia (CWA) and International Society for Prevention of Child Abuse and Neglect (IPSCAN), and special attention is generally given to close cooperation with those partners for good performance. For the year 2007, CRF has actively involved in 3 networks, particularly those focus in advocacy activities. These include the NGOCRC, ECPAT-Cambodia and COSECAM.

Special attention was given to work closely with the NGOCRC in this period due to the time for preparation of the NGO report. Contributing to this crucial initiative CRF actively participated in an assessment of the implementation of CRC in Cambodia for the period 2000-2005. More importantly, CRF has actively involved in sharing inputs to the Cambodian National Council for Children (CNCC) in finalizing the Government report on the implementation of UNCRC in Cambodia to be submitted to the UN Committee on the Rights of the Child in Geneva.

Furthermore, a CRF representative joined in reviewing and approving the NGOCRC statute; and participated in adopting its 3-year plan of action, 2006-2009 entitled “Advocacy for CP” aiming at strengthening capacities of children through providing more opportunities to participate and/or to express their view and influence on decisions at different levels. CRF has also so far supported and joined the NGOCRC initiatives such as the organization of International Children’s Day and development of petition: Law on Aggravating Circumstances for Felonies.

Another CRF representative has actively involved with ECPAT-Cambodia through the following main activities:

- Participating in adopting ECPAT-Cambodia’s 5-year strategic direction, 2006-2010, which was developed to strengthen an effective network; collaboration against child sex tourism, child trafficking, sexual abuse and exploitation and child pornography; monitor national plan of actions against trafficking; promote child and youth participation in project actions against Commercial Sexual Exploitation of Children (CSEC); and influence government, private sector for protecting children against CSEC.
- Participating in evaluating effectiveness of ECPAT-Cambodia secretariat, networking and discussing members’ needs in fighting against CSEC.

With COSECAM CRF representative participated in membership meetings, contributed necessary inputs to the implementation of its plan.

## V. DIFFICULTIES FACED

Despite having undertaken all project tasks smoothly in the target areas, there still have been some persistent difficulties that hamper a successful project implementation. The most recognizable obstacles to the implementing process are as follows:

- One of the factors that affect the whole process is the teachers' low salary of around \$35 per month that they could not keep their living at subsistence level. That is the low payment urges some teachers to do some other odd jobs in hope of earning some more money as supplement to the salary. Therefore, this causes an issue of the full extent of teachers' capacity and commitment in their job performance.
- Another challenge that has been faced so far is that during each school academic year some core trainers and in-service teachers who had been trained by the project, transferred to other schools and the new replacements have not yet been sensitized and equipped with appropriate knowledge and skills in facilitating session with children.
- Other factor affecting the project implementation is the seasonal dependency of students during some cropping and harvesting periods. For instance, many students in Dambae district miss school to give their parents a hand with cropping and harvesting cassava/soybeans. This cuts their study time substantially from regular school curriculum as a whole.
- As the newly reformed structure of the CC was just issued and put in practice in middle of school academic year, the schools found it very hard to review the CC structure and membership. However, the new structure had been introduced to teachers and members of the CC. Also during school vacation (July-September), CRF conducted workshops with some members of the CC and the schools vice principals and teachers in charge of youth affair to discuss and prepare for re-organizing and orienting the CC to all students when all schools start in early October.
- Representatives of member organizations in the CCYMCR Council structure frequently change which often affect the transfer of information and knowledge to their own organization. On the other hand, there is an overlap of membership and activities between Child Advocacy Network (CAN) coordinated by NGO CRC and CCYMCR by CRF. Another factor affecting the coordination work within the movement is the lack of communication system and support from parental organizations in facilitating the participation of C&Y in the CCYMCR activities.

## VI. PROGRAM EXPENDITURE

In 2007 CRF received financial support from six donor agencies/sources namely ANESVAD Foundation, Kerkinactie/Global Ministries (GM), Plan International-Cambodia, Save the Children Sweden (SCS), Stichting Kinderpostzegels Nederland (SKN) and other donations from private sector. The total grants for this year is **US\$ 385,697.00** included bank interest and donation from private sector received during the second semester. However, this amount is still less than what was reported in July this year due to the fact that actual amount released by Plan International-Cambodia less than what was approved in the agreement. The total expenditure for this year is **US\$362,886.00**. For more details, please find the enclosed financial report.

## **VII. LESSONS LEARNT**

Several important lessons have resulted from these achievements. These are summarised as follows:

- Exchange of study visit to each other's target area really plays an important role in helping affect positively on target school improvement, especially school environment and how to successfully run schools so that they become friendly environment for children. Obviously, a recent visit to Dambae target schools organized for PWGs, provincial core trainers and school directors could prove that those schools have changed their face in terms of school and teaching environment that is quite acceptable, although the change was not yet very complete.
- As far as promoting positive discipline in schools is concerned, teacher students at some TTCs have expressed their mind that the topic is very useful to them in expanding their knowledge potential in the quality of a future teacher. The topic reflects the turning point in stopping non-violence culture of Cambodian Education history onward that used to be previously active in Khmer society in the past.
- It was generally observed that young graduated teachers were more dynamic and active participating in the program. They have such a potential and talent which could be easily adapted and got along with the approach introduced by the project. This indicated that the future project should also highly consider the integration of CRC and other child related issues in the Teacher Training program.
- Capacity building and knowledge enhancement for teachers in the remote area was still limited, therefore, in order to further ensure the quality and efficiency of the project or their work, basic and simple messages as well as other supportive teaching materials needed to be prepared and made available for them before conducting follow up training and activities with students. In addition, having concrete action plan, clear Training Manual and IEC materials and regular monitoring have eased teachers in conducting CR activities in schools with their students.
- The conception of establishing CC in schools needs primarily effectual understanding of child involvement in it. Therefore, zeroing in on the objective of CC is the main focus by harmonizing CC's roles and active involvement of children. For that reason, promoting CP in schools started from the preparation of adult stakeholders involved to enable them to work effectively and confidently with children would help smooth the CC function. Otherwise, CP would be misused and become Child Exploitation.
- Strengthening CC function in target schools is really meaningful as it reflects the application of CR in all practical aspects for/with children. According to new CC directive that was jointly revised by MoEYS concerned Departments and CRF, children are given more opportunity to take part in all child-related activities for their own sake in schools and communities.

## **VIII. CONCLUSION**

After all, all of the projects have been successfully implemented due to good cooperation and high commitment shown by key partners, effective coordination and monitoring mechanisms set up at different levels and available resources allocated for the cause of the project.

To ensure the sustainability as well as to reach large impact on children, CRF has been working in line with the government policies. This was adopted as an important strategy for the success of the program. Furthermore, working in partnership with MoEYS at different levels is very necessary for the projects to be successfully implemented. Having seen the

importance of cooperation, CRF has broadened its partnership with all grassroots levels up to national basis.

CRF has a deep conviction that other keys to success have been the ownership of projects / programs that need involvement of all our stakeholders and beneficiaries in the whole implementation process from planning up to monitoring and evaluation, the meaningful participation of children with open mind and open heart in fostering an environment of shared learning and the ongoing effort to harmonize all activities, programs and projects with MoEYS policies.

To conclude, CRF still commits itself to ensuring its vision reached and continues to play a unique role in building the capacity of Cambodia's government to fulfill its commitment to implement the UNCRC. By linking our advocacy and program work to existing national policies, CRF has partnered with key government ministries and departments in implementing rights-based projects to reach nationwide coverage. These could not be achieved without dedication and commitment of our staff, donors, partners, the Royal Government of Cambodia and of course, children of Cambodia. CRF strongly believes that by working together, the widespread respect of children's rights in Cambodia could become a reality.

Date: 21 January, 2008

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MOM Thany  
Executive Director