



# CRC-Cambodia Annual Report 2022



# ANNUAL REPORT 2022

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## MESSAGE FROM THE CHAIRPERSON

Mrs. Khoy Phllany  
Chair of Board of Directors



Child Rights Coalition Cambodia (CRC-Cambodia), formerly the NGO Coalition on the Rights of the Child (NGOCRC), was founded in 1994 as the National Child Rights Coalition. Through generous financial support and cooperation from its donors and NGO members, networks, as well as government and national, international, and regional organizations, it has contributed to the improvement of children's rights in the country. Presenting our operational plan and budget for 2022, this annual report allows us to document key achievements in following our guiding vision; "every child freely enjoys and exercises their rights with dignity and reaches their full potential".

During this year, we maintained our focus on the four strategic outcomes outlined in the Strategy Plan 2020–2024: 1) Improved evidence based on the situation of children's rights in Cambodia; 2) Enhanced implementation of national policies and public investment in children's rights as a result of coordinated, evidence-based advocacy; 3) Increased recognition, participation, and influence of Children and Youth-Led Networks (CYLNs) and expanded economic and civic pathways for them to realize their full potential; and 4) Strengthened organizational capacity and sustainability of CRC-Cambodia.

This year's annual report contains many achievements that CRC-Cambodia has made in fulfilling its responsibilities. CRC-Cambodia has walked on the rights track by complementing the government as a good partner in promoting and protecting the rights of children in our nation. On behalf of the entire CRC-Cambodia's employees, we are very pleased to inform you of the progress made this year and invite you to find more details in the report. Strong governance and transparency in all of our practice areas are critical to the long-term success of delivering our four strategic outcomes. We maintain high standards in every aspect of our business. Our commitment to model best practices plays a key role in maintaining the trust of our development partners and members, as well as the whole Cambodian child and youth community and civil society.

Finally, the entire Board of Directors and CRC-Cambodia's employees would like to thank our development partners, donors, and members for their continued support. We also want to thank all of our friends, networks, and counterparts from every sector, including civil society, the government, and the private sector, for their collaboration and support. It is this inclusive partnership and cooperation that enable our sustainable development. We would also like to thank our government for their warm cooperation; our donors for their financial and technical support; and national, international, regional, and UN agencies for the cooperation and support that enabled CRC-Cambodia to go that far.

## MESSAGE FROM EXECUTIVE DIRECTOR

Mr. Yan Lay  
Executive Director



On behalf of CRC-Cambodia staff and Senior Management Team (SMT), I would like to congratulate and appreciate CRC-Cambodia members and partners, including the government, funding partners and donors, and the private sector, for their collective efforts, valuable contributions, and tireless support of CRC-Cambodia, enabling the organization to maintain its uniqueness and professionalism as the largest and longest established membership organization in Cambodia. Through these supports, CRC-Cambodia remains highly appreciated and recognized as the key driver for the child rights sector to promote governance and development effectiveness as well as foster an enabling environment towards child rights issues addressing and development in Cambodia.

In 2022, all key interventions through its Strategy Plan have turned into many significant contributions and achievements in strengthening civil society organizations in Cambodia to effectively cope with the development challenges at both national and sub-national levels. Child Annual Action Research, Learning Components, and monitoring of the UPR recommendations continue to play an important role in promoting internal governance and effectiveness as well as the quality of service within the civil child rights sector. Through the efforts of the coalition-building, advocacy, and networking components, together with the communication and member development, CRC-Cambodia was able to bring collective voices from children and youth and civil society to jointly influence the government and address child rights issues. 2022 has been a year of success that CRC-Cambodia has contributed to the improvement of children's situations through working with its NGO members, networks, and children and youth at national and sub-national levels, especially on monitoring the CRC implementation and advocacy for child participation, including the Online Child Rights Monitoring System (OCMS).

I would like to take this opportunity to thank our NGO members, networks, children, youth, and our donors for their support and cooperation to enable CRC-Cambodia as a whole to achieve our vision and mission. I would also like to thank the government agencies and development partners that provided us with close and warm cooperation to have us contribute to the change of children's lives. I strongly believe that CRC-Cambodia and its members possess a lot of resources and potential, but this requires us to work and put resources together in a more systematic way so that better results and bigger impacts can be obtained. CRC-Cambodia is looking forward to continuing to work in an inclusive partnership with its members, civil society, government, development partners, and private sector in order to maximize the invited spaces and create space for children and youth and civil society to meaningfully participate in the development process. With these notes, I trust that civil society will become stronger and more capable, cooperating and responsive to development challenges, effectively contributing to sustainable development, and respecting child rights in Cambodia

## ACKNOWLEDGMENTS



CRC-Cambodia's unique potential and strength is to join forces among its NGO members and networks from different fields, working directly with youth and the rights holders [children]. Our mandates will not be reached if we work without the great financial and technical support from Save the Children since 1998 and Plan International Cambodia, that are our core donors, as well as some ad-hoc support from our friends as local, regional donors and partners.

CRC-Cambodia acknowledges good cooperation and support from relevant coalitions, national and international organizations inside and outside Cambodia, and government ministries, especially the Cambodia National Council for Children (CNCC), that provided CRC-Cambodia with the ability to join in promoting and protecting children's rights as stipulated in the CRC.

Thus, we express our appreciation to our NGO members, networks, donors, relevant stakeholders, and the government for their support. We also thank our secretariat staff for their efforts in implementing the projects as well as their coordination to push CRC-Cambodia to move forward to promote and protect children's rights in Cambodia.

# 1 ABOUT CRC-CAMBODIA

## 1.1 VISION, MISSION, AND VALUES



The vision of CRC-Cambodia is that “every child freely enjoys and exercises their rights with dignity and reaches their full potential.”

The mission of CRC-Cambodia is to realize the rights of children by upholding the accountability of duty-bearers to implement policy commitments and increase investments to respect, protect, and fulfill the rights of children.

The coalition also commits to promoting children’s rights through the values of accountability, mutual respect, cooperation, transparency, and non-discrimination.







## 1.4 CHILDREN AND YOUTH-LED NETWORKS

CRC-Cambodia provides technical and logistical support to CYLNs as a core part of our operation, specifically CAN and the AYRG, whose missions and strategic objectives are outlined below. The coalition also facilitates coordination, networking, and joint advocacy planning meetings amongst the different CYLNs in the country. The coalition is driven to continue to expand the reach and strength of the CYLNs, enabling children and youth to work together to influence governments to uphold their accountability in realizing children's rights and to join in partnership in designing programs and activities.



## 1.5 RELATIONSHIPS AND NETWORKING

CRC-Cambodia has a range of dynamic relationships with national, regional, and international stakeholders to promote and protect child rights.

The coalition has a constructive relationship with the Royal Government of Cambodia (RGC), including regular engagement with the National Assembly, the Cambodia National Council for Children (CNCC), and the National Child Protection Commission (NCPC). CRC-Cambodia also maintains productive collaboration with several line ministries, including the Ministry of Interior (MOI), the Ministry of Women's Affairs (MoWA), the Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY), and the Ministry of Economy and Finance (MEF). Through these linkages, the coalition is empowered to participate in consultations for law and policy development related to children's rights, advocate the key findings of its membership, report individual cases of concern to the government, stay abreast of the progress of policy implementation, and work to mainstream the good practices and methods of its members into the state system.

At the sub-national level, members of CYLNs engage with provincial government structures to advocate their views and recommendations for inclusion in official plans and budgets. In particular, they aim to influence the women's and children's consultative committees (WCCCs) at the provincial level, as well as provincial CNCCs.

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<sup>1</sup> The formation of the TWGs has been modeled after the clusters of the Convention on the Rights of the Child. There are currently 9 clusters, including the above TWGs, as well as General Measures of Implementation, Definition of the Child, General Principles, and Violence Against Children. Issues surrounding violence against children are addressed through the Special Protection Measures Working Group, and consideration of the CRC Articles represented through the remaining clusters is mainstreamed throughout the areas of focus of all TWGs.



CRC-Cambodia is a member of the CRC Asia, which aims to create improved systems and policies for children to claim their rights, strengthen the protection of children from all forms of violence, and advance child participation in the region. Our participation in the regional network enables us to access training opportunities, network with other NGO coalitions, and contribute input to regional dialogue and joint statements on the situation of children's rights.

The coalition also engages with the UN system, both at the international and national levels. Through our active participation in the reporting cycles of the CRC and the UPR, we receive support from Child Rights Connect and UPR Info in Geneva, which assist in facilitating the involvement and leadership of CSOs in these global reviews.

Moreover, the coalition interacts with Special Procedures of the United Nations Human Rights Council, in particular the Special Rapporteur on the Situation of Human Rights in Cambodia, during country missions. The Office of the United Nations High Commissioner for Human Rights in Cambodia helps facilitate these discussions, provides technical support to the development of our reports to the CRC and the UPR, and serves as a resource to member organizations.

The coalition is affiliated with a range of other national civil society networks. With the Cooperation Committee for Cambodia (CCC), we derive crucial information to support the legal compliance of our NGO members with changing Cambodian laws and gain important guidance on developing and helping our members apply practices of good governance. The NGO Forum operates sectoral working groups through which we affiliate and exchange information about sectoral progress and intersections with children's rights and join together through the Budget Working Group (BWG) for increased budget transparency and public investment in children. We join with the Cambodian Center for Human Rights in support of advocacy to initiate a National Human Rights Institution in Cambodia and to coordinate our advocacy interventions and statements with respect to the UPR.

Through our connections with Cambodia Against Child Trafficking (Cambodia ACT) and the Chab Dai Coalition, we have joined research studies to mainstream a child-rights perspective, urged their consideration to prioritize advocacy on children left behind by migration, and shared key findings from our member organizations on sexual abuse and child trafficking. Likewise, we solicit the expertise of these networks to improve the evidence base for our UN reporting. Committed to mainstreaming children's rights across sectors in Cambodia, we have also connected with NGO CEDAW to outline crucial gender dimensions of child rights for inclusion in their reports to the committee monitoring the Convention on the Elimination of Discrimination Against Women (CEDAW).

## 1.6 DONORS

In recent years, CRC-Cambodia has been generously supported by Plan International, Save the Children, The Asia Foundation, UNICEF, ILO, OHCHR, Good Neighbors Cambodia (GNC), ChildFund International, ERIKS, Aide et Action, and CRC Asia.

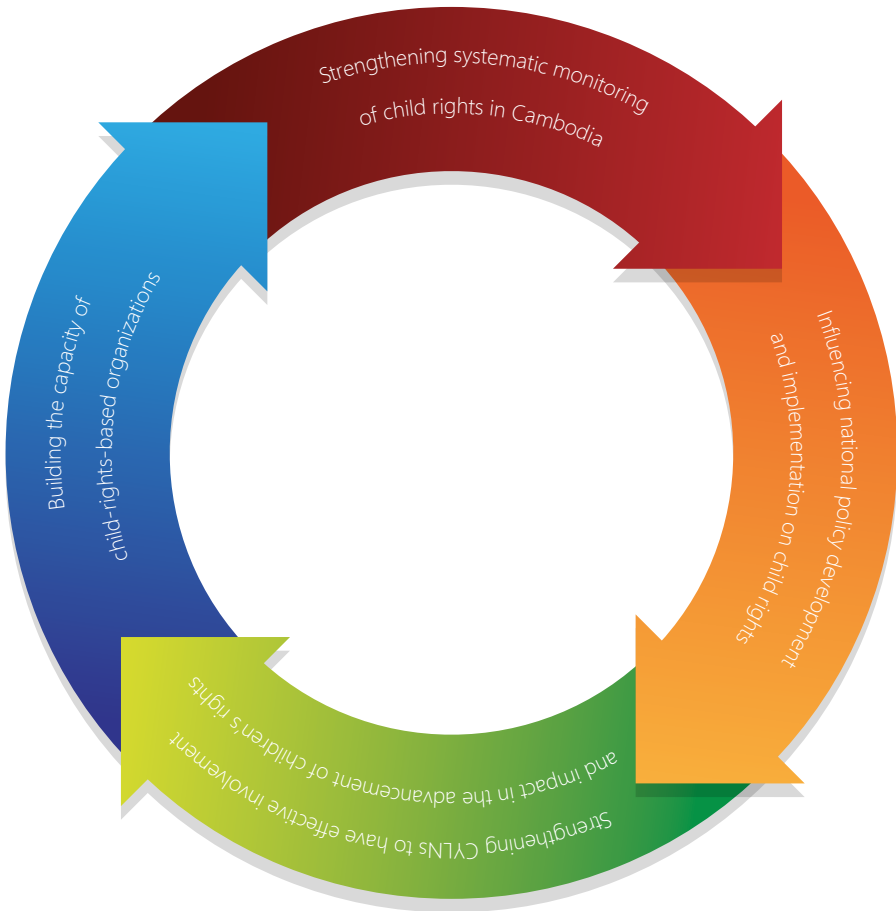




## 2. OUR EXPERIENCE & EXPERTISE

Since our establishment in 1994, CRC-Cambodia has developed a number of core strengths and areas of organizational expertise. These primary functions include child rights monitoring, child rights advocacy, developing and empowering CYLNs, and facilitating improved capacities and networking opportunities for our member organizations. With strong government legitimacy and recognition as the national coalition on children's rights in Cambodia by regional and international human rights bodies, CRC-Cambodia has achieved important advocacy outcomes and influence in shaping the discourse on children's rights. In collaboration with implementing partners, the coalition has also helped emerge promising models and initiate targeted projects that help support the implementation of national policies and plans on children's rights. Through the implementation of the strategic plan, CRC-Cambodia has made substantial progress in these areas, which the current strategic plan draws on as a foundation. A variety of key areas of progress are thus highlighted below.

- Strengthening systematic monitoring of child rights in Cambodia
- Influencing national policy development and implementation on child rights
- Strengthening CYLNs to have effective involvement and impact in the advancement of children's rights
- Building the capacity of child-rights-based organizations



## 3. IMPLEMENTATION OF CRC-CAMBODIA'S STRATEGIC PLAN IN 2022

### 3.1 Improved evidence bases on the situation of children's rights in Cambodia

#### 3.1.1 Strengthen capacities of coalition members and CYLNs to monitor the situation and implementation of children's rights

As the Child Rights Coalition in Cambodia, for 29 years up to now, it has had long experiences and good knowledge, as well as been engaged in many types of programs and activities within the child rights sector at the subnational, national, and regional levels. CRC-Cambodia plays an important role in relation to monitoring and advocacy, cooperation, and networking in the child rights sector.

CRC-Cambodia coordinates and works closely with members to strengthen CSOs, develop joint advocacy, and develop other monitoring tools. In line with CRC-Cambodia's statute, CRC-Cambodia has conducted the conference every year since its establishment. It requires the well-functioning operation and management of CRC-Cambodia, mainly the full participation and support of CRC-Cambodia's members, CYLNs, and other relevant stakeholders. The conference is the opportunity for members, BoDs, and secretariat staff to get mutual understanding, reflect on what they have done, and identify the strategic direction for CRC-Cambodia in the next few years.

CRC-Cambodia conducted the membership annual conference on 14th-15th, March 2022 at Siem Reap province, there, there 47 participants (20 females) from 34 CSOs including CYLNs that have actively collaborated to develop joint advocacy plan to achieve the network strategic plan. The objective of the annual conference is to review the functionality of CRC-Cambodia, including TWGs, in order to increase the effectiveness of work, communication, and mandate as well as a map-out of the strategic intervention CRC-Cambodia's work in the coming decade; specifically, to ensure the members' participation and to join and monitor in advocacy and promote children's rights in Cambodia. The 2022 Annual Conference aims to:

- Increase the participation and ownership of CRC-Cambodia's members as a part of the child rights coalition organization;
- Maintain and strengthen the relationship between NGO members, BoDs, and the CRC-Cambodia secretariat to have a strong voice to advocate for and influence the government and relevant stakeholders related to child rights issues;
- Provide learning opportunities for NGO members, BoDs, and the CRC-Cambodia secretariat and encourage an exchange of views and experiences such as challenges, lessons learned, significant achievements, good practices,
- Understanding the approach of UN Treaty Body engagement;
- Understand the needs of NGO members, specifically, and get to know their suggestions, recommendations, and ways forward for the CRC-Cambodia in the lead up to the coming decade;
- Conduct elections to select BoDs members from NGO members for mandate 2023–2025;

CYLN's conducted their Semi-Annual Conference with 33 (16girls) representative members from 13 provinces from 24-25 June 23 at Phnom Penh to monitor key achievements, sharing best practices and update joint advocacy plan for next 06 months for promoting child rights, child protection and participation.

### **3.1.2 Synthesize existing evidence from the membership on the situation of children's rights, and tools and resources to realize those rights**

In 2022, all key interventions through its strategy plan have turned into many significant contributions and achievements in strengthening civil society organizations in Cambodia to effectively cope with the development challenges at both national and sub-national levels. Child Annual Action Research (CAAR), Learning Components, and monitoring of the UPR recommendations continue to play an important role in promoting internal governance and effectiveness as well as the quality of service within the civil child rights sector. Through the efforts of the coalition-building, advocacy, and networking components, together with the communication and member development, CRC-Cambodia was able to bring collective voices from children and youth and civil society to jointly influence the government and address child rights issues.

CYLN's have conducted their Annual Conference with 77 participants (29 girls aged from 12-17 years old) in Siem Reap province from 27-28 December 2022 in order to present their significant achievements including challenges, best practices sharing as well as develop joint advocacy plan to achieve their network strategic plan for monitoring and improving child rights, Sexual and Reductive Health and Rights (SRHR) and Gender Equality. They also conducted their semi-annual conference with 33 participants (16 girls) representative members from 13 provinces from 24-25 June 22 at Phnom Penh to monitor key achievements, sharing best practices and update joint advocacy plan for next 06 months for promoting child rights, child protection and participation.





### 3.1.3 Conduct regular, systematic monitoring and reporting of the situation of children's rights

The coalition is affiliated with a range of other national civil society networks. With the Cooperation Committee for Cambodia (CCC), we derive crucial information to support the legal compliance of our NGO members with changing Cambodian laws and gain important guidance on developing and helping our members apply practices of good governance. The NGO Forum operates sectoral working groups through which we affiliate and exchange information about sectoral progress and intersections with children's rights and join together through the BWG for increased budget transparency and public investment in children. We join with the Cambodian Center for Human Rights in support of advocacy to initiate a National Human Rights Institution in Cambodia and to coordinate our advocacy interventions and statements with respect to the UPR.

2022 has been a year of success that CRC-Cambodia has contributed to the improvement of children's situations through working with its NGO members, networks, and children and youth at national and sub-national levels, especially on monitoring the CRC implementation and advocacy for child participation, including the Online Child Rights Monitoring System (OCMS). CRC-Cambodia has collaborated with CNCC to conduct dissemination workshop on Concluding Observations (COBs) for three times to totally 153 (60 females) from CSOs members, CYLNs and local authorities at provincial level.



## 3.2 Enhanced implementation of national policies and public investment in children’s rights as a result of coordinated, evidence-based advocacy

### 3.2.1 Strengthen child rights coordination and advocacy at provincial level

At the sub-national level, members of CYLNs engage with provincial government structures to advocate their views and recommendations for inclusion in official plans and budgets. In particular, they aim to influence the women’s and children’s consultative committees (WCCCs) at the provincial level, as well as provincial CNCCs.

CYLN conducted quarter meeting and dialogue with CWCC to voice up their concerns related to child rights, SRHR and Gender Equality for asking the support from CWCC to address their concerns. CRC-Cambodia also conducted semester meeting with 25 NGO parents to increase their collaboration in supporting and engaging CYLNs to participate in meeting and dialogue with CSOs and government agencies to advocate for claiming their rights.



### 3.2.2 Coordinate effective evidence-based child rights advocacy at national level

The coalition has a constructive relationship with the Royal Government of Cambodia (RGC), including regular engagement with the National Assembly, the CNCC, and the National Child Protection Commission (NCPC). CRC-Cambodia also maintains productive collaboration with several line ministries, including the Ministry of Interior (MoI), MoWA, the Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY), and MEF. Through these linkages, the coalition is empowered to participate in consultations for law and policy development related to children’s rights, advocate the key findings of its membership, report individual cases of concern to the government, stay abreast of the progress of policy implementation, and work to mainstream the good practices and methods of its members into the state system.

2022, in order to effectively coordinate the civil society follow-up on the COBs, the CRC-Cambodia developed this tentative 5-year roadmap (2022-2027) with inputs from its members and partners, which will be a living document to be updated over the years ([contact the CRC-Cambodia for the latest version](#)).

It comprises of four main pillars divided into coordination of the civil society, collaboration with the government, dissemination and awareness-raising, and child participation. A core working group has been established to coordinate these efforts, led by the CRC-Cambodia secretariat and joined by representatives from each of the five TWGs of the coalition, along with other partners. A separate internal list has also been prepared of focal points from each interested organization to collaborate in the follow-up process.



### 3.2.3 Expand regional child rights advocacy and networking

CRC-Cambodia is a member of the CRC Asia, which aims to create improved systems and policies for children to claim their rights, strengthen the protection of children from all forms of violence, and advance child participation in the region. Our participation in the regional network enables us to access training opportunities, network with other NGO coalitions, and contribute input to regional dialogue and joint statements on the situation of children's rights.

September 16, 2022, the network led by children and youth participated in the dissemination of the report on the evaluation of the action plan to prevent and respond to violence against children 2017-2021. In that, children and youth learn more about the report that reflects the results achieved in the five years of implementation of the action plan to prevent and respond to violence against children, which is a gesture to take joint focus on the elimination of violence against children and other abuses against children aimed at improving the implementation of the United Nations Convention on the Rights of the Child in line with the Cambodian context.

### 3.2.4 Increase engagement with international child rights and human rights mechanisms

We join with the Cambodian Center for Human Rights in support of advocacy to initiate a National Human Rights Institution in Cambodia and to coordinate our advocacy interventions and statements with respect to the UPR.

December 27, 2022, the CRC-Cambodia facilitated nine representatives of CYLNs (6 females) to participate in the Consultative Workshop on the RGC of Cambodia's Directive on the implementation of the Conclusions of the UNCRC in fiscal year 2022 coordination and lead by the MoSAVY for the purpose of disseminating and strengthening circular No. 006.





### 3.3 Increased recognition, participation, and influence of Children and Youth Led Networks, and expanded economic and civic pathways for them to realize their full potential

#### 3.3.1 Build capacity and coordination of CYLNs, and increase resources in support of their work

Being committed to the importance of empowering rights-holders to claim and exercise their rights, the coalition has provided support to CYLNs operating at both national and provincial levels to understand their rights, build their skills, increase their networking and coordination, and exert influence on national and sub-national policy and planning processes. We normally provide capacity building to CYLNs along with the main topics and areas: leadership skills, facilitation skills, advocacy skills, public speaking, event organizing, fundraising, team building, and climate change.

In March 2022, CRC Cambodia conducted training on leadership, management skills, and climate change for CYLNs and there were 29 participants (21 females). The objectives of the training were to:

- Raise awareness among children and youth about the effects of climate change, leadership, and management and equip them with the appropriate skills and abilities to lead the team efficiently and effectively.
- Collect input from children and youth on the effects of climate change to discuss with stakeholders in mitigating and responding to the risks of climate change.
- To strengthen the involvement of the three networks to better work together to address the problems of children and youth at both the sub-national and national levels.



### 3.3.2 Increase enabling space and effective involvement and impact of CYLNs in the advancement of children's rights

Together, the CYLNs have hosted coordination meetings to develop joint strategies and action plans, leading to strong public mobilization on International Days of Action extending to the provincial level, including debates, public forums, flash mobs, and awareness-raising campaigns on child protection online. They have worked together to actively develop and launch TV and radio talk shows covering topics such as discrimination, child neglect, positive parenting, the difference between sex and gender, and children as human rights defenders. Child and youth leaders have also joined international forums to advocate and exchange good practices, including the United Nations Economic and Social Council Forum and the Youth Forum, to share ideas for advancing the Addis Ababa Action Agenda, the 2030 Agenda for Sustainable Development, and the Paris Climate Agreement. During the strategic plan period, CYLNs received ongoing training on areas such as the life skills guidelines for adolescents and youth, participatory action research, child rights monitoring and reporting, and evidence-based advocacy.

On June 17, 2022, a network led by children and youth participated in a forum on the implementation of the UNCRC in Cambodia, organized by the CNCC in Phnom Penh. There were 68 participants in the network (38 females). The purpose of this forum is to raise awareness of the implementation of the UNCRC in Cambodia, prioritize the implementation of this Convention in response to the recommendations of the United Nations, and promote its implementation during the 90th session in an effective and efficient manner.



### **3.3.3 Increase collaboration between stakeholders including private sector, public sector, development partners, and NGOs to develop economic and civic opportunities for the future of children and youth**

One essential part of continuing to invest in children and youth will be to expand opportunities for them to realize their potential. One crucial dimension of this includes developing internship and career pathways for children and youth to gain professional skills. CRC-Cambodia is committed to developing such opportunities within its network by engaging CYLN members in internship programs with the secretariat as well as member organizations. Alongside this, CRC-Cambodia plans to introduce its network members to soft skills training and career development mentoring and coaching to enable them to better consider their professional goals and map out the steps needed to achieve them. The coalition plans to connect and coordinate with relevant stakeholders, such as the National Employment Agency, the Ministry of Labour and Vocational Training, and other private sector businesses and NGOs, to support career matching and placement. At the same time, the coalition will seek to foster entrepreneurial skills amongst the CYLN members as a path towards economic empowerment and provide support to them to start businesses at the local level.

During the fiscal year 2022, capacity-building training on employability concepts and online campaign organization was provided to 99 (49 female) youth members of CYLN and UNYAP members. The significant agenda was to provide orientation to CYLN and UNYAP members about the programming activities related to adolescents, to share the key findings of youth employability, to provide key concepts of employability, and to develop key messages for public awareness and influencing duty-bearers. As a result, all participants increased their understanding of youth programming activities, online campaign organization, and employability and learned more about the importance of and key information about vocational skills training. Three advocacy messages were developed and disseminated to call for action from the government and key stakeholders on developing employability and for promoting awareness of the technical and vocational skills training for youth among parents, the public, and the youth themselves. Promoting skills development for youth is a smart investment. Start with you to take up specific skills for a better life. Your children could help you support the family unless you allow them to learn skills.

The three key messages were circulated on the Facebook pages of AYRG and UNYAP, hitting almost 10,000 engagements, including interactions from youth seeking further information on the technical and vocational skills training opportunities, and reaching approximately 43,000 people, mostly aged 18–25. Meanwhile, two online Facebook live talk shows were conducted by AYRG members with the collaboration of UNYAP and other CYLN members, aiming to raise awareness among the public, parents, and youth about the importance of TVET. “Youth and TVET”. We got 350 engagements and 126,917 views (56,582 female).



## 3.4 Strengthened organizational capacity and sustainability of CRC-Cambodia

Build the capacity of the CRC-Cambodia secretariat, including staff skills, organizational structure, work environment, and the implementation of sound governance.

### 3.4.1 Strengthen organizational capacity of membership

In order to build the coalition's influencing potential, it will be important to continue to prioritize capacity strengthening of the members. This includes building their skills to take part in key elements of this strategy such as child rights monitoring, advocacy, and promoting child participation, through ongoing bi-monthly meetings, specific training sessions, and learning events and visits. It also includes support for individual organizational development. The capacity of members to monitor the situation of children's rights is an essential component of improving the evidence base on children's rights in Cambodia. Through strengthened mechanisms for coordination amongst member organizations and CYLNs, as a coalition, we will be able to conduct influential, evidence-based advocacy to influence the implementation of national policies and investment in children's rights. We envision playing a role in strengthening our collective capacity as a coalition to influence the implementation of children's rights, as well as improving the organizational development of our members and CYLNs so they can continue to build upon their localized approaches towards improving the lives of children across Cambodia, contributing to a vibrant civic space. For CRC-Cambodia to effectively achieve its goals, it will be important to take pro-active measures to continually strengthen the capacities of the secretariat.

The assessment results have found that the main challenges or issues that members are currently facing, especially during and after COVID-19, are: hard to meet project beneficiaries; hard to implement advocacy programs; the achievement was behind plan and not on track; activities not reached as planned; a lack of participation due to COVID-19 as a limit on program activities; and after COVID-19 beneficiaries, children and youth; fund raising; a lack of communication with relevant stakeholders to operate some project activities in the community; and reduced projects. The assessment results have also noticed the gaps in CRC-Cambodia. Members have observed that the staff turnover can make it difficult to move CRC-Cambodia forward to reach its vision and missions, and some have recommended that CRC-Cambodia assist the members in getting some funds from donors. The activities, trainings, and dialogues that members wish to see in 2022–2023 are a case response to those who recovered from COVID-19 and a counseling program to motivate them to focus on their studies or child studies; increasing CYLN's advocacy events at both the sub-national and national levels; and training members on strategic planning and social business planning writing. Members also wish to see CRC-Cambodia exert more influence on the policy of child protection in Cambodia, increase the frequency of partner meetings to respond to the issue, which happens very fast in this generation, and assist the members in raising some funds to operate their project activities.

Building on the capacity strengthening of its members, during March 2022, a three-day series of sessions of training was provided to CRC-Cambodia members. The objective of the three-day training and coaching was to improve the knowledge and skills of good governance, human resource management, financial resources, resource mobilization, and child protection and safeguarding policy to build up and address the needs of CRC-Cambodia member organizations, as well as contribute to building the individual and collective capacities of network members, coordinating effective platforms for mutual knowledge exchange, and developing joint strategies. There are 60 people involved in the training session out of 30 members.

### **3.4.2 Improve coalition-level networking and coordination to better enable joint activity and cross-learning**

Building on the cooperation that led to, and on the success of, the first-ever multi-stakeholder meeting of coalitions or networks, which took place in Phnom Penh on the 29th of June 2022, five coalitions or networks from within and across different sectors came together to discussion about the joint activity.

The group is formed to promote a shared vision for action on diverse issues and population groups, based on jointly developed recommendations among partners. The group aims to raise important issues on the government's agenda and collaborate on initiatives to address various challenges and opportunities that citizens across Cambodia are facing. The group is not formally registered as an association in Cambodia, but it serves as a forum for partners to discuss how Cambodian CSOs could develop and take the lead in areas such as research and innovation, data collection and management, system and policy building, and implementation of initiatives for relevant issues. The objectives of the group are:

- To seek implementation of the group's recommendations by the government, UN agencies, and CSOs;
- To monitor the implementation of any joint recommendations;
- To share best practices and organize joint advocacy meetings and outreach initiatives;
- To share information and collaborate on local initiatives that share similar goals and ensure human rights mainstreaming across all partner activities;
- To collectively improve the evidence base and raise the voices of national stakeholders to the regional and international levels, including UN Human Rights Treaty Bodies; and
- To form consortiums to apply for relevant grant funding.

### 3.4.3 Diversify and increase the sustainability of funding support for CRC-Cambodia

Through the last strategic plan implementation period (2015-2019), the coalition moved towards longer-term funding agreements reaching five years, as well as increased overall investment in its programs. To maintain strong relationships with our current donors, we will commit to effective project implementation and reporting, reflecting on our progress regularly to adapt to any challenges and maximize opportunities. CRC-Cambodia continues to explore potential sources of funds, including new donors and philanthropic foundations, aligned with our strategy.

Through the fiscal year 2022, the coalition secured funds for joint projects in coordination with the implementing partners of member organizations. The coalition seeks to continue to expand its identification of joint funding opportunities by developing funding coordination platforms and joint funding consortiums through its TWGs. Through greater internal coordination of the groups, clarity on their joint expertise, consolidation of their evidence, and strong advocacy plans, the TWGs will be in a strong position to readily develop concept notes and funding proposals aligned with their collective priorities.

There are at least five success proposals or concept notes out of 20 that were developed and submitted to the donor agency in the fiscal year 2022 for both individual and joint consortiums with other organizations, members, and network organizations.

## 4 Strengthened organizational capacity and sustainability of CRC-Cambodia

### 4.1 GOVERNANCE AND MANAGEMENT

#### 4.1.1 Members Assembly and Meetings

In 2022, there were 47 participants from 34 NGO members attending the annual conference of CRC-Cambodia in Siem Reap province. The conference has to review the functionality of CRC-Cambodia, including TWGs to increase the effectiveness of work, communication, and mandate, as well as map out the strategic interventions in CRC-Cambodia's work for the two years remaining. CRC-Cambodia has conducted regular coordination and strengthened CSO through three quarterly meetings to update the process of CRC-Cambodia and build capacity of members related to NGOs compliances, including taxation law, NGOs law, and fundraising in 2022. 65% of members have regularly attended quarterly meetings, and 75% have participated actively in consultative meetings of CRC-Cambodia in 2022.

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<sup>2</sup> These groups include children and youth, women, persons with disabilities, Indigenous groups and ethnic minorities, LGBTQI+ people, and elderly people, among others.

## 4.1.2 Board of Director Meetings

Three BoDs meetings were organized to present and update the situation of CRC-Cambodia within 2022. These included funding status and portfolio, organizational development, staff capacity, policy and guidelines updates, and seeking approval for new members who had applied to be part of CRC-Cambodia. five new members have been approved by members of the board, and four members have been terminated while there is no active engagement with CRC-Cambodia and there is no project to support their involvement with CRC-Cambodia. During the final meeting, board members also noticed, "within the digital era, CRC-Cambodia needs to think about ICT safety and security, including the server of documents and social media engagement, and one of the other items on the agenda for the BoDs meeting should talk about the sustainability and the fundraising for CRC-Cambodia as a whole."

## 4.1.3 Senior Management Team (SMT) Meetings

18 SMT meetings were organized to reflect the organizational performance and address the key challenges in the operation field to address the quality performance, compliances, and program direction of the CRC-Cambodia in line with the country and global context. CRC-Cambodia also noticed that the funding and staffing have increased in 2022, while CRC-Cambodia can try to employ 11 full-time staff and six internships to serve the interests of members and children and reach out to the UNCRC convention. Together with this, CRC-Cambodia also has three technical advisors with strong experience in child rights, child situation analysis, child rights in a safe environment, and UN Treaty Bodies that support and engage CRC-Cambodia on other regional and UN platforms.

## 4.1.4 Staff Meeting and Reflection

CRC-Cambodia conducts regular staff meetings and reflections on a monthly basis to allow all department staff to share key achievements, challenges, ways forward, and solutions with the relevant staff and SMT. The meetings are always routinely set up by each department to acknowledge and get relevant information, especially for staff capacity-building purposes. The main agenda items of the staff monthly meeting are: reviewing the previous minute meeting and action point; updating key achievements, challenges, ways forward, and solutions; team building or team spirit; sharing key information and notices from SMT; officially informing all staff of any changes or amendments (if any); and other related business.

## 4.1.5 Internal Policy

Internal controls have been put in place at CRC-Cambodia to protect both the organization and its board members and staff. CRC-Cambodia takes it as mandatory for its internal policies, guidelines, and procedures to ensure the funds received from donors and its core funding are spent with transparency and accuracy and reach the result at scale for the beneficiary.

*"Human life and social development are centered on information and communication. People have always collaborated by exchanging information and knowledge through speech, writing, printing, and, more recently, telephony and broadcasting. Sharing information empowers individuals and communities and allows entire societies to benefit from the collective experience of their members. Information and communication are essential components of human society. Today, many cultures still use speech, drama, painting, song, or dance to retrieve and present information—the recording of wisdom and history. The use of writing changed this dramatically, and the invention of the printing press enabled mass communication via newspapers and magazines. More recent technological advancements extended the reach and speed of communication even further, culminating, for the time being, with digital technology." This is the forward stated in our ICT and Communication Policy.*

## 4.2 HUMAN RESOURCES

### 4.2.1 Staff Capacity Building

Staffs are at the heart of CRC-Cambodia, and to ensure all staffs are well understood and have high productivity for the organization, the staff capacity building plan is set as a core part of organizational capacity development. CRC-Cambodia took a mandatory approach to staff capacity building, and it was also required of all staff to raise and indicate the areas for improvement in performance development management while they set the objective early in the fiscal year and included the first three months of their starting with CRC-Cambodia. Beside this, we also conducted training needs assessments for each staff member and level, both offline and online, to ensure that the CRC-Cambodia could address the staff capacity plan and capture it into a budget proposal in relation to outsourcing training. The human resources focal person is responding and ensuring the staff capacity building is effectively applied and reached the concern or addressed to the area for improvement of each staff.

- Conduct staff capacity assessments online in March 2022;  
All CRC-Cambodia staff received the orientation on the time sheet using the Performant Development Management;
- Operation team members received training on the QuickBooks accounting system in September 2022 (license);
- Proposal writing and fund-raising training;
- International Human Rights System;
- UN Treaty Body introduction;
- Online Child Rights Monitoring System;
- SHIFT Fund adult, the way to use tools to conduct the campaign using different tools.

## 4.2.2 Newly Recruited Staff

CRC-Cambodia fairly selects the candidates by considering their educational background, experience, capability, references, and other qualifications, along with the specific position we announced. If deemed necessary, a candidate may be required to undergo a written test, interview, and/or skill or other tests. No discrimination by gender, nationality, sexual orientation, or any other personal preferences or characteristics will be tolerated as long as they pose no threat to the functioning of the organization or to the safety of children and staff.

In the fiscal year 2022, due to the growth of the projects, CRC-Cambodia has recruited a total of nine staff members, of whom staffs; four are female (44%). Both the program and operation teams are recruited in CRC-Cambodia.

## 4.2.3 Departing Staff

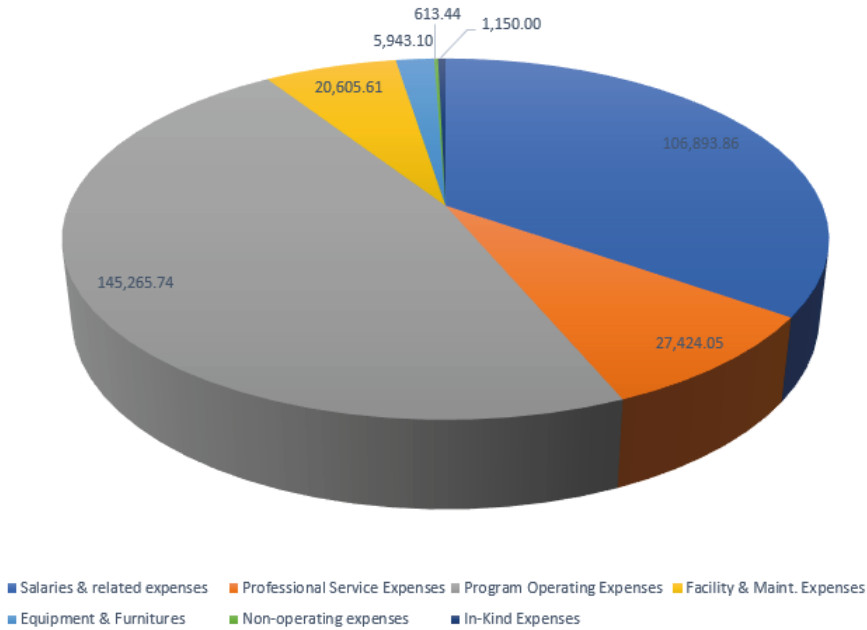
The departure of staff always happens at every entity. Since staff are at the heart of CRC-Cambodia and to prevent the high rate of staff departure and turnover, CRC-Cambodia takes a mandatory thinking and method approach; revisit the staff pay policy, staff benefits, work conditions, and systematic staff performance development management. In the fiscal year, six staff were resigned, and four were females (67%). Both the program and operation teams are departing from CRC-Cambodia.

## 4.2.4 Intern and Volunteers

Interns and volunteers are part of human resources in an entity like CRC-Cambodia, where the interns and volunteers are taking place. CRC-Cambodia allowed the person who wished to learn to practice their work to get the experience and working approach by complying with the human resource procedure and based on the skills or majors they studied at school. CRC-Cambodia's staff is going to provide or share the skills, experiences, and technical support they need to fill the gap or reach the purpose of the volunteers and interns. In the fiscal year 2022, there are six volunteers; four are females (67%) and volunteered at CRC-Cambodia.

## 5 FINANCIAL REPORT

### EXPENDITURES ANALYSIS



Financial Report for Fiscal Year 2022			
Account No.	Description	Dr.	Cr.
11000	Cash at Bank	73,772.82	-
12000	Cash on Hand	3,272.73	-
14000	Staff Advance	5,579.80	-
15000	Partner Cash Advance	12,349.02	-
16000	Inter-Project Receivable-IPR	16,075.96	-
18000	Other Account Receivables	-	-
21000	Accounts Payable	-	25,523.20
30000	Opening Balance Equity	-	73,345.83
32000	Unrestricted Net Assets	17,403.67	-
40210	Membership fee - LNGO	-	695.00
40220	Membership fee - INGO	-	800.00
41000	Fund received - Grants	-	326,769.13
42000	Interest-Int	-	514.26
45000	Misc revenue	-	8,417.40
49000	Other Donations or Local Income	-	285.00
51000	Salaries & related expenses	106,893.86	-
52000	Professional Service Expenses	27,424.05	-
53000	Program Operating Expenses	145,265.74	-
54000	Facility & Maint. Expenses	20,605.61	-
55000	Equipment & Furnitures	5,943.10	-
58000	Non-operating expenses	613.44	-
59000	In-Kind Expenses	1,150.00	-
	<b>Total</b>	<b>436,349.80</b>	<b>436,349.80</b>



## 6 CHALLENGES

A number of challenges have presented themselves regarding project partnerships this year. Many of CRC-Cambodia's members and network partners are organizations that face financial and human resources challenges, as well as competing priorities from various projects and donors. As a result, the timely submission of reports to CRC-Cambodia and the completeness and quality of the data submitted occasionally require follow-up from CRC-Cambodia.

Legal compliance for NGOs is also one of the challenges. In the enforcement of the Law on Associations and Non-Governmental Organizations (LANGO), taxation law, and labor law, relevant ministries have issued a reminder letter to all NGOs and associations to fulfill their obligations, such as submitting the narrative and financial reports to the Ministry of Interior (Mol) and the Ministry of Economic and Finance (MEF). In addition, MEF encourages NGOs to make tax declarations and registrations.

## 7 LESSONS LEARNED

After the official launch of COBs in June 2022, CRC-Cambodia has been actively working with the government to disseminate the recommendations to CSO members, children, and youths through various channels, including formal workshops and social media promotions. The organization has paid special attention to child rights to information and has coordinated with experts to develop COBs in child-friendly versions. This was done to ensure that a large number of children could read and understand the material in a way that was familiar to them. During the development of the child-friendly version, CRC-Cambodia followed the guideline of meaningful child participation and worked with children and youth to express their ideas along with the perceptions of CSOs. As a result, CRC-Cambodia successfully developed the COBs child-friendly booklet that was shared with children and youths, CSOs, and posted publicly on social media. Interestingly, a press institution showed their interest and approached CRC-Cambodia for a short interview on the usefulness of the COBs booklet with child-friendly language.

## 8 STORY OF CHANGE

Kin Lika is a girl. She is 14 years old. She came from SpeanKondol village, Bovel commune, Bovel district, Bathambang province, Cambodia. Indeed, Lika has been participating in secretariat activity since 2021. Since joining this program, she has participated in many activities in her province for the sub-national level activities, and she is also one of the active children who always participate in the national level activities, such as advocacy with the related actors for a certain agenda of the program, capacity building, and the quarterly meetings of the CYLNs. Last but not least, recently, she was voted to be the deputy leader of the CAN, and she will lead this network from the beginning of January until the end of December in 2022.



During the interview, she said that many reasons encourage her to participate in this program, but there is only one main reason that has the most power to motivate her to do so. Of course, she wants to be a part of the CAN because she is passionate about doing social work and helping other children in her community by raising her voice on issues that affect children in her community, as well as gaining new experiences and developing her capacity and personality. Moreover, she also wants to be a child representative so that she can use her voice to advocate with the relevant key stakeholders.

It has been nearly two years already that she has participated in this program. Concerning the nature of his involvement in the program, because she is a child, she is mostly involved in this program through the invitation of CRC-Cambodia through activities such as the annual conference of the CYLNs, capacity building, awareness raising, and so on. Indeed, she is the rightful owner of her participation in each activity. Moreover, she is a deputy leader of the CAN, which plays a role in her involvement with this program.



She has changed her personality from an introvert to an extrovert after nearly two years, which will be useful for her in the future because she can communicate well with the people around her. Furthermore, she also improved her critical thinking by participating in many program activities, such as capacity building, panel discussions, dialogues with the government, and so on, which exposed her to be more aware of what happens in society and issues affecting children's rights and led her to be a child with a lot of information in her hand. Furthermore, this program also helps her to understand herself better and helps her to improve new skills by leading some sub-national activities in her province with her network, such as providing capacity building to the children and youth in her community, disseminating the rights of children to her community and relevant key stakeholders, creating a small campaign in her community that aims to promote the rights of girls and women, and also having enough ability to lead the quarterly meetings of her network in her province. She also said that, since joining CYLNs under the coordination and support by CRC-Cambodia, she has never been afraid to raise her concerns about the issues in her community with the relevant key stakeholders and seek solutions.

## 9 OUR MEMBERS

1. Aide et Action (AEA)
2. Buddhist for Social Development Action (BSDA)
3. Cambodia Family Support (CFS)
4. Community Council for Development Organization (CCDO)
5. Children Action for Development (CAD)
6. Khmer New Generation Organization (KNGO)
7. Cambodian Organization for Living and Temporary-Care (COLT)
8. Cambodia Centre for the Protection of Children's Rights (CCPCR)
9. Child Helpline Cambodia (CHC)
10. Italian Association for Aid to Children (CIAI)
11. Cham Khmer Islam Minority Human Rights Development Association (CKIMHRDA)
12. Children and Life Association (CLA)
13. Cambodian Organization for Children and Development (COCD)
14. Children and Poor Communities Development Organization (CPCDO)
15. Child Rights Foundation (CRF)
16. Community Training Organization for Development (CTOD)
17. Cambodian Volunteers for Community Development (CVCD)
18. Cambodian Women's Development Association (CWDA)
19. ERIKS Development Partner (ERIKS)
20. Good Neighbors Cambodia (GNC)
21. Hagar International Foundation (Hagar)
22. Happy Tree Social Services (Happy Tree)
23. Homeland (Meatho Phum Ko'Mah) (Homeland)
24. Improving Cambodia's Society through Skillful Parenting (ICS-SP)
25. Khemara (KHEMARA)
26. Khmer Kampuchea Krom for Human Rights and Development Association (KKKHRDA)
27. KnK Cambodia (KNK)
28. Krousar Thmey (KrT)
29. Khmer Youth Association (KYA)
30. International Center for Children and Family (CIFA)
31. Legal Aid of Cambodia (LAC)
32. Mith Samlanh (Mith Samlanh)
33. Operations Enfants du Cambodge (OEC)
34. Planete Enfants and Development (PE & D)
35. United World Schools (UWC)
36. Plan International Cambodia (Plan)
37. Phnom Srey Organization for Development (PSOD)
38. Rural Aid Organization (RAO)
39. Sunshine Cambodia (SC)
40. Save the Children International (SCI)
41. Street Children Assistance and Development Program (SCADP)
42. Sacrifice Families and Orphan Development Association (SFODA)
43. Koampia Phum Yoeung Organization (KPY)
44. Santi Sena Organization (SSO)
45. SOS Children's Villages Cambodia (SOS)
46. Save Vulnerable Cambodians (SVC)
47. Terre des Hommes Germany (TdH-G)
48. Terre des Hommes Netherlands (TdH-NL)
49. This Life Cambodia (TLF)
50. Vulnerable Children Assistance Organization (VCAO)
51. World Vision Cambodia (WVC)
52. Wathnakteap (WP)
53. Women Organisation for Modern Economy and Nursing (WOMEN)
54. Non-Timber Forest Product (NTFP)
55. Integral Cooperation Cambodia (ICC)
56. Women's Media Center of Cambodia (WMC)
57. Banteay Srei (BTS)
58. M'lup Russey (MRO)
59. Phare Ponleu Selpak (PPS)
60. Cambodian Agency Development of Disability and the Poor (CADDP)

## 10 CHILDREN AND YOUTH NETWORKS

1. Child Advocate Network (CAN)
2. Adolescent and Youth Reference Group (AYRG)
3. Cambodian Children and Young People Movement for Child Rights (CCYMCR)



## 11 OUR BOARDS OF DIRECTORS' MEMBERS



Mrs. Koy Phallany,  
Chairperson &  
Executive Director of  
Khemara



Mr. Sam Seth  
Vice-chairperson & Executive  
Director of COLT



Mr. Bin Bora,  
Treasurer &  
Executive Director of COCD



Mr. Keng BunChhoeuth,  
Member &  
Regional Manager of ERIKS



Ms. Tep Chanbora  
Member &  
FBD Specialist (API)

## 12 OUR SENIOR MANAGEMENT TEAM MEMBERS



Mr. Yan Lay  
Executive Director



Mr. Neang Visal  
Program Director



Mrs. Pheap Phane  
Finance and Admin Manager



## 13 LIST OF THE ABBREVIATION

CRC-Cambodia	Child Rights Coalition Cambodia
NGO CRC	NGO Coalition on the Rights of the Child
CYLN	Children and Youth Led Network
AYRG	Adolescent and Youth Reference Group
CAN	Child Advocacy Network
CCYMCR	Cambodia Children and Young People Movement for Child Rights
BoD	Board of Director
SMT	Senior Management Team
Cambodia ACT	Cambodia Against Child Trafficking
CRC	Convention on the Rights of the Child
CSO	Civil society organization
TWG	Thematic Working Group
UPR	Universal Periodic Review
PAC	Police Academy Cambodia
CAAR	Child Annual Action Research
NGO	Non-Governmental Organization
OCMS	Online Child Rights Monitoring System
CNCC	Cambodia National Council for Children
GPP	Good Professional Practice
NCPC	National Child Protection Commission
MoI	Ministry of Interior
MoWA	Ministry of Women's Affairs
MoSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MEF	Ministry of Economy and Finance
WCCC	Women's and Children's Consultative Committees
CRC Asia	Child Rights Coalition Asia
UNHRC	United Nations Human Rights Council
OHCHR	Office of the United Nations High Commissioner for Human Rights
CCC	Cooperation Committee for Cambodia
Cambodia ACT	Cambodia Against Child Trafficking
CEDAW	Convention on the Elimination of Discrimination Against Women
SRHR	Sexual and Reductive Health and Rights
COBs	Concluding Observations
RGC	Royal Government of Cambodia
LANGO	Law on Associations and Non-Governmental Organizations



# CONTACT US

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