Annual Report 2007
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Vision of DPA as a CNGO

♦ Where a clear vision, identity, values and guiding principles are shared by all staff and stakeholders;
♦ Where good governance prevails and all voices are heard;
♦ Where staff solidarity, transparency and accountability are promoted and valued;
♦ Where programme ownership resides in community stakeholders, partners, and staff ensuring the sustainability of the programme and organisation;
♦ Where Cambodian culture (including indigenous ethnic and other minority groups) is respected and made the cornerstone of the development programme;
♦ Where staff capacity in development work is highly prioritised;
♦ Where people’s participation in their own development is the guiding principle of all works;
♦ Where effective cooperation and networking with local, national and international communities, indigenous ethnic groups, religious groups, and like-minded organisations are viewed as essential to success;
♦ Where respect and equal rights for women and men are practised at all levels of the organisation; and
♦ Where programmes and staff learn from one another and mutually contribute to the realisation of the organisation’s shared vision.

Mission

In solidarity and partnership with Cambodian people and civil society, DPA works toward social development to support the rural poor, especially the poorest and marginalised, in their efforts to meet their own needs and to support activities which promote peace, freedom, social justice and civil society.
Message from the Chairperson of Governing Board

On behalf of the DPA’s governing board, I am very proud to see the DPA has become a mature organization after many years of experiences in community field. DPA, in 2007, has advanced into another step which is our great achievement and high assessment.

Because of these fundamental achievements enable DPA to inspire more confidence and support from funding partners, donors and government counterparts. I would like to compliment this strong solidarity and hard working of the leaders, staff members and partners who have spent all of their effort in implement the tasks.

This is our great honor that DPA gets fruitful results in assisting the community and he poor. Hence, DPA initiated in supporting and helping the La In community people in registering the communal land entitlement in Ratanakiri province. Now the Ministry of Interior gives the green light to La In villagers to be eligible for a communal land title..

What DPA’s project activity that interested me is on natural resource management which DPA does a well-done job in strengthening the project. Next, we will initially focus on this part. The main objectives of this is to reinforce community and advocacy to make sure that the natural resource management in some areas especially DPA’s target areas are magnificent. Extractive industry project in Ratanakiri and Mondulkiri is also of a core issue that we are going to call for the involved stakeholders to pay attention and do hard work together.

Moreover, the strong support from DPA towards the communities especially the poor and the poorest is vitally important and needed to educate, build community capacity, and develop to be a modal and assure that the communities are able to use their local natural resources and particularly related to land use.

Last but not least, I appreciate all the hard work and strong commitment of our colleagues and partners. “Without you, our projects and achievement will not happen like today.” Therefore, I would encourage all colleagues to continue working together to smoothly archive our projects. “We have to be more creative and innovative. We cannot stay still with only this achievement; we have to move forwards with new creative ideas and approaches to response to our goal. I would like to thank to all the involved people including governing boards, executive director, officers and team leaders, and staff members and partners. I very satisfy with all the highlighted reports.

Mr. Koul Panha
Chairperson of DPA Governing Board
Message from the Executive Director

Diligence and resolution are great deal of success. Like last year, the annual report is produced to depict main achievements that DPA have done to assist the 25 civil society organizations and the communities to seek for poverty reduction. With the annual report, we will describe the sequences reflecting the changes of livelihood, and human right use and the improvement of civil society during one year.

DPA is a cell of social and civil society. We have our strategies and approaches to fulfill and implement our projects. Although some organizations use differently. Also, the annual report will describe some approaches and strategies that DPA is working with the civil society. The annual report, in addition, will provide the readers with experiences and knowledge. It can be used as reference for some purposes. I personally think that the annual report can be good lesson and modal for other organizations which have the similar visions and goals to learn from each other.

Moreover, the archives will show the accountability of DPA directly to the community, the public and the government on what the DPA has been offered including funding support, donation, assistance, and other needs. We also include the 2007 financial income and expend.

Poverty reduction will not happen unless there is the participations from different civil society, government, and private and public sectors. Civil society plays a vital role in providing capacity building, making for good changes, improving people’s living condition, supporting and glorifying the right of community people and victims. Nonetheless, every civil society should have a core concept and approach to achieve and reduce poverty.

The projects cannot be achieved if there is no the help and commitment by all the DPA staff members especially the DPA governing boards. Therefore, I would like to take this great opportunity to thank to DPA staff members at all levels and funding partners who provide both mental and financial supports. I hope the governing boards, funding partners and staff members will work together to help administer our organization.

Mr. Mam Sambath
DPA Executive Director
Programme Overview

Development and Partnership in Action (DPA) is indeed new but old. It is new because DAP is the name of the local organization created from CIDSE Cambodia at the beginning of 2006. The organization is old, in particular in terms of development experience, because it symbolizes a mature CIDSE Cambodia after 27 years assisting civil war-stricken Cambodia. To be more effectively in implementing community development, DPA follows the community organizing and rights-based approaches, working through two major programmes and one unit, in addition one unit to the Finance and Administration Department.

Integrated Community Development (ICD) Programme

Introduced in 1994, the programme has an admirable mission to coordinate development activities of the poor and most marginalized. These development initiatives combine capacity building with the provision of material and technical assistance in food security, health education, and natural resource management, while building linkages between grassroots civil society and Commune Councils.

Placing an emphasis on sustainable empowerment of disadvantaged communities, the programme entails five chronological phases: target village identification, village development structure establishment, independent and external evaluation of achievements, and capacity building and work delegation. DPA’s ICD programme is being implemented in four provinces, Kompot, Mondulkiri, Ratanakiri, and Stung Treng, after phasing out from Svay Rieng province in 2004 and Muk Kampoul (Kandal province) in 2005.

Partnership Programme (Commonly called PD–Partnership Department)

Aiming to strengthening civil society, the programme is supporting 25 partners, 19 Cambodian Non-Government Organizations (CNGOs) and 6 emerging Community-based Organizations (CBOs), in one city and nine provinces countrywide.

The support from PD, a team of six staff, is in the form of organizational values development, appropriate development approaches, capacity building, funding, community relationship establishment and advocacy support. In addition to the 253 direct beneficiaries as December 2006, PD indirectly benefits approximately 110,271 persons (43 percent of whom are women), 2.66 percent more than 2005.

Development, Education and Advocacy (DEA) Unit

Given the need to address emerging advocacy issues in our programme areas, DEA unit was reactivated at the same time as CIDSE Cambodia was localized to be DPA in early 2006. The foundations of the DEA unit date back to 1994 when the unit played a crucial role in advocating for a ban on landmines, human rights and environmental protection.

Currently, all staff in the unit are endeavoring to build networks at various levels advocating on land issues, illegal logging, gender disparity, local governance and decentralization. In 2007, the unit has another focus which is on extractive industry related to mining and gas exploration. DEA unit supports staff and partner organizations in bringing issues raised by villagers to provincial, national and regional levels. In addition, it collaborates with related organizations and media institutions to educate the public, as well as to advocate for the rights of our target beneficiaries.
Avian influenza is one of the most contagious diseases which can be in fatal short time after one is infected by chicken and duck, etc. In fact, Mondulkiri in particular is vulnerable to outbreaks from nearby neighboring countries.

Mr. Peab Pe, SrePreh commune chief in Keo Seima district, said, “The situation is better now. No one has been infected by bird flu.”

Although not anyone has not yet been infected by avian influenza in Mondulkiri, people’s health care becomes a big concern. Many community members are not aware of how to sanitize themselves nor clean or cook food properly.

“The acknowledgment of bird flu prevention is the most important to the people,” said Mr. Tien Hien Tang, DPA project officer in Mondulkiri. “The lack of sanitation in cooking and keeping the birds leads to bird flu infections.”

With collaboration between DPA and District Health Center, a health care programme has been widely undertaken in target villages in Mondulkiri.

The ICD health education training programme are conducted every six months by DPA and include: sanitary practices, common diseases prevention, family nutrition and educates on infectious diseases especially avian influenza.

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By Mr. Khieu Sopheak

Land titling is crucial to every individual and their land. Having land entitlement proves that one is the owner and has official right to land. Mr. Nan Chrong, a fifty-year-old land membership in La In village, said, “I hope an agreement process of doing the communal land title has been done soon, so that I will not worry about losing my land. At the same time, our indigenous people will be able to keep our forest land for the next generation.”

With initiative and support of DPA collaborating with the provincial land Management and Urban Planning and Construction office, and Partnership for Local Governance (PLG); the ministry of Interior agreed the La In village has official communal land title in January 04, 2007. The public announcement was made in April, 2007 with the participation of provincial government, institutional chiefs, local authority, and representatives of different organizations and relevant stakeholders.

La In village is one of the villages selected for the first pilot land titling project that DPA has initiated. However, the villagers with contentious land have to select representatives to deal with some required paperwork for the proposal. Communal land titles will only be granted once their paperwork is approved by the Ministry of Interior. Community titled land cannot be sold by individual land owner. There is no charge for the land titling process.

Mr. Leung Ba, 42, is the La In village chief and also the owner of five hectares land. He is very delighted to hear that the Ministry of Interior agreed with the requested letter. He said, “When we have land entitlement, we are easy to control on the influx of new settlers, especially we will not lose our land. Illegal selling and buying will also not happen.” He added, “I hope the register process of the land will go smoothly and quickly since there is land invasion happening.”

DPA-ICD Ratanakiri officer, Mr. Kieuv Sopheak, said DPA would try all the best to push the Ministry of Interior to execute as soon as possible to avoid unintended events or problems occuring. Although at first it is difficult to run the proposal, DPA will not forget and even work harder to help the community people.
**Improve food security through fish culture**

As a part of DPA’s objective, improving the food security of target villagers directly relates to improvement in living condition. One way of doing this is by increasing agricultural productivity. DPA works with farmer volunteers, promoters and Village Veterinary Volunteers (VVV) who disseminate knowledge and train villagers on skills related to sustainable agricultural. ICD-Stung Treng staff train and conduct activities including fish culture (or fish-raising), home gardening, rice plot system involving rice intensification, and animal vaccination campaigns.

**Fish Culture in the Katot Village, Kamphun Commune**

The villagers in Sesan District of Stung Treng Province rely on non-timber forest products (NTFPs) such as rattan, bamboo shoots, resin and mushrooms, in addition to their rice yields to supplement their livelihoods. However, natural resources have gradually decreased making it harder for villagers to secure food for their daily consumption.

Villagers in Katot lack natural resources in their village and are located far from Sesan River and the market to buy food particularly fish. Five families showed their initiative by piloting fish culture or fish-raising projects in plastic ponds. Because these initial pilots were simple and successful and because of the strong community solidarity among indigenous Prov, the number of farmers increased from five to 18 within a short period of time.

“Other villagers contributed by digging ponds and collecting bamboo and vines to weave lattices in order to prevent fish from escaping and other animals invading the pond. ICD-Stung Treng provided coaching on techniques and provided materials such as; plastic, fingerlings and nets, crop seeds, in order to assist villagers to successfully begin fish culture projects in their own plastic ponds. To ensure fish grow quickly, the villagers or their families continue to find insects to feed their fish.

DPA ICD-Stung Treng Community Development Facilitator (CDF), Por Narith commented “It is the first time that fish culture has existing in the Katot Village. Definitely, this activity initiated by the villagers responds to the real needs of Prov indigenous villagers. From my point of view, the villagers are more active and state their ownership in the fish culture and they not only use this for daily consumption but also for buying the fingerlings to raise (income) in the future.”

“My village is rich of fish feeding which includes ants, termites...that we can find in our village. With this appropriate technique other villagers and I can raise and grow vegetable for family consumption and additional income for my family. Indeed I will work whole year through out dry season after rice harvest. In previous year, during this period after rice harvesting, I and my family had no jobs to do. But now we have job to do and also gain an income because of that,” said 43-year-old Sing Thing, an ethnic Prov and a fish-raising farmer.
By Mr. Lim Pharoen

Declining forest resources negatively impacts the livelihood of the people, especially the community stakeholders who live close to the forest. Ongoing political reform by the Royal Government of Cambodia is offering an opportunity for local communities to participate and manage natural resources through the establishment of Community Forestry (CF). In response to this, DPA Kampot support communities to establish three Community Forestry initiatives. NRM through community-based participation is the key strategy to prevent deforestation, forest land grabbing and the over-exploitation of forest resources.

The Community Forestry Management Committee was established based on issues identified by the community contributing to a high rate of village participation. The community forestry management committee, group leaders and villagers have acquired natural management knowledge and technical skills through attending training and participating in a community forestry exposure visit.

DPA has worked closely with the villagers to increase their awareness and understanding of Community Forestry (CF) concepts and issues and strengthen their capacity to solve the problem through coordination with local authorities as well as with Forestry Administration staff. As a good example, the committee of CF of Damnak Rolousbavor Thmor Thom has organized a meeting to review their statute and prepare a list of CF members to recognize CF committee structure.

The CF committee has demonstrated a high commitment to share and disseminate regulations, statutes and other relevant information to their members. This effort has contributed to both the CF members’ and villagers’ improved understanding of how to prevent and protect CF protected areas. More communities now protect their forest and in turn are restoring the ecological balance and of their land for the next generation.
Capacity Building and Funding

Gender in Youth for Peace Organization (YFP)

By Mrs. Sreng Phyrum

Since March, 2006, DPA’s Partnership Department has supported YFP in their budget and building capacity activities. YFP has had a noticeable improvement in youth participation, especially in terms of balance of male and female participants in their education programme.

Ms. Sen Mariya, the YFP leadership project officer, says, “Gender equity in Cambodia is not evident in most parts of society. It is commonplace for women to be discriminated against. The important roles of women in development and leadership roles are less accepted by society.”

Because of these problems, Ms. Mariya decided to work on gender issues. She said women have suffered from society including domestic violence and women trafficking. Poverty, cultural norms and the idea that “women cannot work outside of the kitchen” are roots causes of the problem. Low education also leads to violence in the family. Many young children, especially girls, have to drop out of school. Therefore, women do not have the required capacity to attain work and lead an independent life.

DPA-PD, focus on leadership projects that provide both leadership and facilitation skills and initial student support including study tours, public education, etc. A total amount of US$12000 to 15000 has been offered to YFP per year to run the project.

“When I was in primary school, I wanted to work and to have a happy family...but I didn’t know what to do to achieve this dream until I started school at YFP.

“I know how to have better plan for my future,” Ms. Sun Sokunthea, SILAKA financial officer and governance counselor of Peace for Women organization, said, “YFP taught me to see that although I was young and not wealthy, I also have good future and can help our society. I would like to thank all the donors and supporters who provide us both knowledge and funding.”

DPA will continue to support gender equity in YFP and other related organizations and communities through capacity building, funding and participating and training. DPA hope the discrimination and prejudice between men and women will decrease and women will get more opportunities in society. DPA encourages that the knowledge provided will be educated and spread to friend, other staff members and throughout society.
A US$ 1,478 has been provided to the partner organization; namely PTEA, to create a community forestry in Trapaing Pika, Ampil commune, Romeas Hek district, Svay Rieng province. The Partnership Department (PD) focuses on organizational values development, appropriate development approaches, capacity building, community relationship establishment and advocacy support and funding. This is the 9th funding activity of DPA-PD in collaboration with partner organizations to improve community living standard.

The funding is aimed at developing natural resources (forest) to enable communities to generate more income for their families. In July 23, 2007, a community forestry was formed with recent figures showing that 276 families (73 widow families) totalling 296 families occupy the area in Trapaing Pika village, Ampil commune, Romeas Hek district, Svay Rieng province.

Mr. Vanne Vai, the Trapaing Pika community forestry chief of PTEA in Svay Rieng, said, “The establishment of the community forestry is to conserve forest land and replant for the traditional use and for the betterment of next generation. Community members now have preserved the existing forest in the community such as rocks, pebbles, sand, birds, and other kinds of animals.”

While leading the forest patrolling team, Mr. Min Sat, a fifty five-year-old vice village chief and the CF vice committee chief in Trapaing Pika village, said, “Now this place is full of forest compared to 2003, it is completely different. Before, there were no grown trees.” Related to this activity, Phun Siphan, DPA partnership project assistant, said “PTEA focus on Trapaing Pika community forestry activities and has tried all their best to plant and protect the area since initial degradation.” He added that forests are well-grown and the villagers gain many benefits from the forest too. It is also good for wild animals' shelters and helps to protect the environment. DPA has exchanging experiences with PTEA in forestry management for many years.
The Partnership Department is a team of six staff who are formed to assist CNGOs and partners in the areas of organizational values development, development approaches, capacity building, funding, community establishment and advocacy support. PD plays a vital role in supporting partners and is involved organization to help the poor and marginalized people.

With strong support from DPA, ADOVIR has been offered funding approximately to the amount of US$13,000. This will support their integrated development project that covers 15 villages in AmPil Pram Deurm commune, Borvel district, Battambang province. The activities include income generation, food security, education, health, commune councils, and advocacy for the poor.

Mr. Ly Yung, for example, has been supported financially as well as acquired skills on agricultural techniques and how to run savings and loan programme. Due to the initiative and support of ADOVIR collaborating with DPA, ADOVIR has loaned Mr. Yung capital to the amount of 260,000 riels ($65 USD.). This capital assisted him to establish his farming business. “If there was not this support, I wouldn’t have been able to begin my business. My family’s living condition is much better now. I can generate more income from my harvesting. I am saving the money to fix my house,” said Mr. Ly Yung, a 44-year-old. Mr. Ly is a farmer with 5 children in Thmey village, Ampil Pram Deurm commune, Borvel district, Battambang province. His rice yield is increasing every year, which is a good example for other village people. “My rice product, in 2008, is expected to get more than 10 tons on my 3 hectares of land. From now, I will not lack of food for eating anymore,” he said.

DPA together with ADOVIR will encourage stakeholders to support the project. For example CWS, are encouraged to provide extra funding and capacity building in related skills. At the same time, support from local authorities and the District Women’s Affair office is needed to strengthen the community people who struggle for a better livelihood.
Community Organizing
- Group Formation for income generation
  . How to Make Brooms for a Living

*By Mr. Phun Siphan*

Broom-making is a business which provides people the income for supporting living, farming and planting. In Kompong Chamlong commune, Svay Chrum district, Svay Rieng province, 95 percent of villages are making brooms.

Because the business has been proven as successful, DPA has provided capacity building and small grants to FEDA to implement the project since 2007. Small loans with low interest rates were set-up to assist villagers who were starting their business.

Mrs. Ros Yorng, 49, is a farmer and broom-maker and initiated the loan idea. “I want to create a loan group with low interest because it is easy to help my village people to start the businesses like broom-making.”

She promoted the loan initiative when she lacked the money to buy materials for broom-making. At that time the loan charged her with a high interest rate, that is from seven to ten percent per month. Currently there are ten families in the group.

Mr. Prak Ngeak, vice-chief of Reusey Prey village, strongly supports the idea of creating the loan group. “The creation is marvelous since many people are making brooms and they will need some capital to buy equipment and materials.”

With strong support from DPA and collaboration with FEDA, it is hoped that villagers will have an improved living condition as a result. We will continue to build people’s capacity in loaning and other related skills, so that people are able to continue their entrepreneurial activities and generate enough income to support their families.
Gender

- Violence in the Family

By Ms. Chrea Sandan

The DEA unit plays a vital role in the capacity building component of DPA’s overall development programme. The DEA unit works with staff from the Partnership Department to build the capacity of DPA target beneficiaries on gender, disparity, decentralization, local governance, the right-based approach and awareness of laws for example on violence and victim protection, women and children trafficking and marriage law.

In Ratanakiri– Trapang Chres district– Koun Mom commune, violence is a real problem occurring in families on a daily basis. Generally speaking, the use of violence takes place because of misunderstandings, low income, jealousy, alcohol, and gambling. Domestic violence has been found to be more commonly instigated by men.

In 2007, DEA team collaborated with the integrated community development team in Ratanakiri province. A forum on the prevention of domestic violence and the victim’s protection law was held in Trampaing Chres commune, KounMom district, Ratanakiri province. The forum was honored with the presence of the Provincial Governor, Deputy Director of Ratanakiri province, police Head Officer, police Deputy Officer, Officer of Provincial Women Affairs and representatives from the local authority. The forum aimed at improving the understanding of relevant laws including victim protection, discussed prevention strategies of domestic violence and encouraged participant to report violence occurring within community.

Mr. Oung Nath, 57, said, “Everyone has equal rights. I think that law is like a fine to prevent the victims from wrongdoing. Domestic violence has affected people’s daily living, village and commune development and has also made people lose property. Children can also be affected by being unable to go to school.”

Ms. Leng Sou Kea, DPA community facilitator in Trapang Ches commune, KounMom district, said, “In this target area, violence used to be common often due to poverty, low education, and especially due to cultural norms. However, after the forum, we noticed that the community people have a better understanding. Hence, some men, who used to hit their wives and children, had joined the forum and no longer use violence in their families.”

A 42-year-old victim whose husband used to hit and scold her, Ms. Som Dim, said, “After participating the forum, violence in my family has been decreasing and my husband stopped hitting me. We try to learn and forgive each other when problem happen.” She added, “Strict rules and strong implementation of local authority is also one of the important reasons that domestic violence has decreased because the villagers are afraid of regulation, punishment and fines.”

According to our investigation, through law dissemination more and more women are aware of their rights although violence cannot be totally eliminated. Women are daring and courageous in participating in discussions, complaining and informing to the local authority when they have any problem in the family.
Mining Exploration– Gas and Oil

New project of mining exploration

By Mr. Kim SereiKith

Cambodia is a country rich of natural resources. Recently, many companies have been interested in investing in these beautiful natural resources. The extractive industry is closely connected to issues of poverty and environmental impacts. Dealing with these impacts of mining exploration, requires an investigation on relevant companies investing in this area and what activities they are undertaking. There is a need to monitor; companies, their legal frameworks and policies (or lack of); involved institutions and their obligation to maintain land rights and support communities; accountability and transparency of revenue generated. These challenges has made many non-government organizations interested in investigating, intervening and advocating on behalf of vulnerable communities.

Currently, the extraction of gold and other hard minerals is exclusively small-scale and largely unregulated. It is believed that mining activities will have negative impacts on the environment, natural resources and living conditions of rural people, particularly indigenous groups.

DPA has been considering the extractive industry sector and the related development issues. The provincial Sub-Working Group (SWG) on mining in Mondulkiri was established in May, 2007, with initiation by DPA, AD-HOC, Vigilance, Nomad, CASF, HRCDO, MVI organizations. The SWG is an integral part of the natural resource management provincial network who’s mission is to monitor and advocate for sustainable use of the natural resources and enhancing the information flow from the grassroots to the national level.

With activities in two target areas of ICD-Mondulkiri and Ratanakiri, DPA is responsible for gathering information on mining exploration and extraction activities aiming to monitor and to build capacity and empower communities to employ different advocacy approaches and problem solving strategies to address the identified issues.

Furthermore, DPA has provided funding support to SWG for the proposed activities including raising awareness and jointly monitoring mining activities.

(Continue)
On December 14, 2007, to involve the target community, DPA in collaboration with Mondulkiri NGO Network (MNN) organized a provincial forum on Mineral exploration and Mining in Mondulkiri. 33 (11 women) attendees were from target communities and other NGOs. Participants raised their concerns including earth slides, loss of sacred burial grounds, sacred land, farmland, and traditional beliefs.

“We invited the officers from the Provincial Departments of Land Management, Environment, Rural Development, and Mining and the Provincial Deputy Governor to be our guest speakers. One of the mining companies; namely BHP -Billiton was also invited to the forum,” Mr. Se Sophy, the Advocacy Coordinator, said. “This is the first step to build relationship and collaboration between NGOs and INGO,s target beneficiaries, private companies, and the government officials. In the meantime, the forum was to provide opportunity to community members from target areas to raise concerns, to ask for response from the departments and the provincial authority about concerns, and to collect information in order to set up advocacy strategy.”

For the 2008 planning, DPA will continue to collaborate with relevant organizations including Cambodia NGOs, International organizations, and donor agencies to support on activities of community capacity building and to improve the monitoring mechanism on mineral exploration and mining activities.
Rights-based Approach— the approach for developing programme

By Mr. Kim SereiKith

The Rights-Based Approach (RBA) refers to the values of human being in terms of their basic rights for example rights to freedom of speech, to food and shelter.

The implementation of the Rights-Based Approach in development means that not only DPA activities encourage and raise awareness of villager’s rights but the way in which activities are implemented reflect these values.

DEA, in 2007, has conducted training activities including right-based approach, advocacy strategies and land and forest laws, capacity building and community awareness, etc. The participants from DPA (36 program staff (8women)) and partner’s staff from 24 organizations (7women) were trained.

According to Mr. Kim Sereikith, DEA advocacy officer, “The purpose of the training is to build the understanding and experiences of the participants on their rights, law, RBA and Advocacy strategies to be able to mobilize people to respond effectively to community land, forest and other specific issues.”

As a result, people know how to uphold and defend their rights and are able to better protect land and natural resources for example. Moreover, they have demonstrated they can initiate ideas to claim their rights to access, use and manage their land natural resources. They can also plan, participate and contribute to discussions in meetings and events. Although there are still inconsistencies between the laws and practice, participation from community, local authorities, and concerned governmental officials is improving which is an essential part to improving the rights of people an communities.

To ensure participants are able to apply learning to practice and analyzing issues, formulate strategies and develop advocacy plans to respond to the issues, the DEA, ICD and PD teams monitor and provide consultation to all the target beneficiaries.

Mr. Bunna, monitoring officer, said on the monitoring process that, “Generally, people understand about law implementation better after they have participated in the related training workshop. Hence, they have prevented some illegal loggings by informing the Forest Administrator."

However, applying the RBA is still facing some obstacles such the capacity of the responsible staff on law and human right principles. DPA is trying to support staff members and partners to strengthen collaborative relationship with relevant agencies, NGOs and other civil society groups in promoting the use of RBA in their development programme as well.
As DPA target areas in Ratanakiri and Mondoulkiri provinces, where the most rural, poorest and the most marginalized, villages are often victim of land grabbing and forest degradation by powerful elites. Rights based approach and advocacy training aims to build staff capacity to support our community in protecting their rights and natural resource.

The training aimed in particularly to assist CDF and CDA staff to support communities to initiate rights based advocacy against land encroachment, destruction of natural resources as well as gender inequality, human trafficking and other human rights abuses. DPA collaborates with related organizations and media institutions in advocating for the rights of targets beneficiaries.

**Leadership and Management Training**

This training aims to increase staff understanding of the key roles of leadership and management. All staff attended have prepared action plan to be implementing and share with other staff. The training is an opportunity for the staff to reflect on what we have done and identify lesson learnt.

The training also explored approaches to manage internal misunderstandings and conflicts. Leadership staff has reported the training also assisted them in their relationship with other institutions.

**Organization Behaviour Training**

This training course aims to help staff understanding the human behaviour in work, and conflict management among organizations and build DPA staff and managers. CDF staff mentioned that they will apply regularly in their skills for enhancing teamwork, conflict management, communications, exercised during the DPA Annual Staff Reflection. Staff members reflected that it was very interesting tool that could teach them on how to affirm and acknowledge themselves and friends.

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**Rights Bases Approach and Advocacy Training**

As DPA target areas in Ratanakiri and Mondoulkiri provinces, where the most rural, poorest and the most marginalized, villages are often victim of land grabbing and forest degradation by powerful elites. Rights based approach and advocacy training aims to build staff capacity to support our community in protecting their rights and natural resource.

The training aimed in particularly to assist CDF and CDA staff to support communities to initiate rights based advocacy against land encroachment, destruction of natural resources as well as gender inequality, human trafficking and other human rights abuses. DPA collaborates with related organizations and media institutions in advocating for the rights of targets beneficiaries.

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**Training conducted in 2007**

*By Mrs. Youn Naren*

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**Human Resource Management (HRM)**

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“The training is an opportunity for the staff to reflect on what we have done and identify lesson learnt.”

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The activity while conducting Organizational Behavior training by Mr. Mam Sambath, the DPA Executive Director, in Kompong Cham province.

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The drawing lesson in the Organizational Behavior training conducted by Mr. Mam Sambath, the DPA Executive Director, in Kompong Cham province.

By Mr. Chea Dara

INCOME AND EXPENDITURE STATEMENT
for the year ended 31 December 2007
(in United State dollars)

Income
Income from Broederlijk Delen (BD) 80,671.10
Income from BLF/CAFOD 195,811.91
Income from Caritas Aotearoa New Zealand (C/NZ) 73,757.00
Income from Scottish Catholic International Aid Fund (SCIAF) 64,069.66
Income from Manos Unidas (MU) 191,279.05
Income from Trocaire 289,591.00
Income from Christain Aid (XA) 70,000.00
Income Canadian Catholic Organization for Development and Peace (CCODP) 117,896.22
Country Envelop Fund 148,116.00
Total Project Income 1,231,191.94
Non project income 29,047.22
Total Income 1,260,239.16

Expenditure for 2007
ICD Kampot Project 190,592.32
ICD Mondolkiri Project 111,864.00
ICD Ratanakiri Project 245,170.77
ICD Stung Treng Project 113,925.97
Development Education and Advocacy Project 99,114.98
Partnership Programme 373,613.97
Study on Indigenous People Culture Preservation 12,000.00
Consultancies and Monitoring, CO training, Expat. Volunteer -
Core Program (Office Administration) 79,222.63
Total Project Expenditure 1,225,504.64
Non Project Expenditure 8,367.91
Total Expenditures 1,233,872.55

Increase (decrease) in net assets for the year 26,366.61
Net Asset - beginning of year 59,337.95
Net assets - end of year 85,704.56

DPA Expenditure 2007

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Mr. Chan Sarin

Being the oldest son in the family, Mr. Chan Sarin, 50 year olds, is the DPA partnership assistant. He starts his work in DPA since 2004. Recently, he is studying a master degree in the field of Public Administration at Chamroeun University of Poly-Technology.

Because of the passionate in planning, training and communicating with people, Mr. Sarin decided to apply to work in DPA.

He said that working in DPA provided him with lots of benefits and better living condition. Particularly, working atmosphere is good and no dissemination among the staff and working skills. “I like the DPA’s working system and the solidarity among the staff,” he added.

Mrs. Sokunthea

As an administrative assistant in training, Mrs Ros Sokunthea, age 28, says, “I am very delighted to fulfill the position which I work now because it fits to my capacity and also fill the DPA’s need and requirements.”

Mrs. Sokunthea has graduated the master degree from the National Institute of Business. She is working in DPA since 2002 and her first position was the secretary of Partnership Department-DPA. Her main responsibilities now are helping DPA’s logistics and coaching related skills to the staff in both Phnom Penh and target provinces.

What she likes the most is DPA provides her lots of experiences. “DPA is a good organization because it builds the staff’s capacities in their working atmosphere. Particularly, all the benefits which DPA have done are directly to the communities,” she says. “If the communities develop, poverty is reduced.”
Mr. Som Len

Mr. Som Len, community development facilitator, likes reading and watching news and related documents on development sector. He used to be a former public servant of educational department and he has experiences in teaching.

Having experiences almost 8 years in integrity community development activities, Mr. Len, 40 year olds, said “DPA is a democratic and good governance organization. I like to work at DPA because people are helpful.”

He added, “DPA has many project activities which can help poor people and respond to the communities’ needs.” He hopes that DPA will continue the developmental activities in ChomKiri district, Kompot province because DPA has been providing and helping many developmental works to the communities people.

Mr. Soun Bunna

“It is my great opportunity to work in DPA. It provides me with great experiences, advices and knowledge,” said Mr. Soun Bunna with wholeheartedly.

His parents died during Khmer Rouge regime since he was two years old. He started working at DPA as a security guard since 1994 and later he was employ as a car driver in 2001.

Besides being the ICD Steung Treng’s driver, he also helps to distribute letters to related organizations, writing and drawing chart, pictures and lessons for training class, etc. In the free time, he likes reading books and talking with the community.

He would like to thank DPA which has given in many opportunities. He wishes all the managers and staff are healthy and successful year in all tasks and responsibilities.
DPA’s Address And Contact

**DPA Governing Board**

- Mr. Koul Panha, Chairperson
- Mrs. Chhoeun Thavy, Deputy Chairperson
- Mr. Oum Vongnarith, Treasurer
- Mrs. Patty Curran, Member
- Mrs. Ros Sopheap, Member
- Mr. Pastores Jojo Emmanuel, Member
- Mr. Meas Nee, Member

**Funding Partners**

- Big Lottery Fund (England)
- Broederlijk Delen, Flemish Lenten Campaign (Belgium)
- CAFOD, Catholic Agency for Overseas Development
- Caritas Aotearoa New Zealand (New Zealand)
- Christian Aid (UK and Ireland)
- CCODP, Canadian Catholic Organization for Development

**Management Committee**

- Manos Unidas (Spain)
- Mr. Mam Sambath SCIAF, Scottish Catholic International Aid Fund (Scotland)
- Mr. Chea Dara Trocaire, Catholic Agency for World Development (Ireland)
- Mrs. Toung Naren
- Ms. Chrea Sandan
- Mr. Khim Sarin
- Mr. Lay Sophea
- Mr. Lim Pharoeun

**DPA Office**

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DPA (Development and Partnership in Action) is a new but old in experiences organization which was localized from CIDSE Cambodia early 2006. DPA has been part of the Cambodia, Lao and Vietnam Programme.