



អង្គការសហការ  
INTERNATIONAL  
COOPERATION  
CAMBODIA

# ANNUAL REPORT 2020

EMPOWERING COMMUNITIES,  
EMPOWERED NATION





## EMPOWERING TARGET-GROUP



## WORKING WITH THE LEAST-SERVED PEOPLE



## BRIDGING AUTHORITIES AND CIVIL SOCIETY



## INNOVATIVE & SUSTAINABLE DEVELOPMENT



## INTRODUCTION

2020 has forced us to rethink everything! We learned new skills, and new vocabulary; COVID-19, Lockdown, Social Distancing, Flatten the curve, Zooming etc. That was a challenging time, but we believe that every setback or difficulty is an opportunity to learn and grow.

It was a good opportunity for the ICC staff to make a deeper study and review of various ICC policies through reflection during the non-field period.

Fighting Fraud and Corruption was still the main focus in 2020 at our workplace. ICC is committed to ensuring the compliance with the new Cambodian law on Anti-Money Laundering and Financing of Terrorism which was promulgated on 27 June 2020. The Khmer translation version of ICC's Anti-Fraud and Corruption

Policy was reviewed in order to ensure our entire team fully understand about this Zero tolerance policy.

Based on the reflection and discussion with the team, and the further learning from funding partners, ICC Safeguarding Vulnerable Adults Policy was revised, and the name has been changed to ICC Safeguarding of Sexual Exploitation, Abuse and Harassment. This is the third Zero Tolerance Policy of ICC. This policy sets out ICC's approach to safeguarding and addressing sexual exploitation, abuse and harassment, and to ensure that caring and appropriate responses are taken should sexual exploitation, abuse or harassment occur. This policy describes clear expectations of behaviour and good practice when dealing with vulnerable adults or a marginalized person.

As the ICC board, Executive Director, and Executive Team agreed that the best way for ICC is to move in the direction of becoming a local NGO, a number of extraordinary board meetings were conducted in 2020 for this localisation process, conducting a SWOT analysis in order to evaluate internal and external influences upon the set-plan, reflecting on fundraising etc. ICC believes that good governance is at the heart of successful and effective functioning of the organisation, so that we are striving to build a strong governance at the beginning.

We have framed this report under the organisation's strategic focuses, being:

- 1) Self-sufficient livelihood,
- 2) Pro-active Civil Society, and
- 3) Legal Justice.

# SELF-SUFFICIENT LIVELIHOOD

## AN ICC STRATEGIC FOCUS

Agri-business is still new for both Agricultural Cooperatives and Youth in ICC-FAST Project's target villages, so they need to learn how to fulfil the role in a broader trading dynamic and promote linkages, learning how to analyse production demand and the supply chain, profit analysis and other market management skills. The Chicken incubation business is also new to model farmers in target

areas. Operating and troubleshooting skills, baby chick's care, and demand supply control are all still needed to be strengthened.

However, there are 10 new clusters that have been formed and functioned properly as another layer of business structure to facilitate network linkage between Self-Help Groups and Agricultural

Cooperatives. The 10 clusters (1 cluster per village) are also able to work with the Provincial Department of Agriculture regarding the process of promoting and selling agricultural products. A new trading contract was signed between the Agricultural Cooperatives and the Khmer Chicken Promotion Agricultural Cooperative. To feed the demand, Agricultural Cooperatives signed



contracts with them, and began to purchase chickens and eggs from each cluster. This approach allows the 10 clusters to increase their ability to generate income. This is the indication of successfully achieving the project's outcome: improve their income to meet their basic needs. Previously, they can only sell chickens but now they can also sell eggs to

the Agricultural Cooperatives. 28 model farmers in 14 villages (2 per village) were selected. They are all raising chickens and growing vegetables. Four of them additionally are raising frogs as they have a bigger space. All selected model farmers were actively practicing their skills and are willing to help other Agricultural Production Groups as they want to see poor

villagers improve livelihoods, earn more income and positively change their living conditions, with improved financial and technical capacity. In general, their living conditions have improved a lot and illegal migration has reduced significantly.



# PRO-ACTIVE CIVIL SOCIETY

## AN ICC STRATEGIC FOCUS

The ICC-Trafficking Response project has continued working closely with existing Watch Teams (WTs) as they serve as a community-based safety network mechanism. They were established out of Self-Help Groups, and the members of Watch Teams are volunteers. Most of them are former victims, teachers, and elders, etc. Even though the teams are

still young in their operation, they have a strong commitment to protect villagers from human trafficking.

There are 31 WT members who are still striving to work even if Covid-19 restrictions affected their livelihoods and their community. However, positive thinking, values, and trusting in the functioning of the WT, can all

contribute to helping their community to live with safety away from human trafficking, exploitation, and un-safe migration. It has equipped them to have a commitment and willingness to be a part of the WT to serve their community from their heart. Some of the members said that they are proud of themselves to be the WT member to contribute their



time to serve their society because the society needs them to help as there are many cases of injustice that happened to their community including human trafficking, labour exploitation, illegal migration, etc.

Some cases happened to their relatives so they are suffering a lot with these cases that make their relatives lose time, money, and became poorer and poorer. Some of them said during this

year they are not so active in their role and responsibility because of Covid-19 concerns and they have to follow the guidance from the government and listen to the local authority to prevent the spread of Covid-19. They hoped, if the situation becomes normal, that they will fulfil the role & responsibility more actively and are looking forward to the opportunity in the next year to pass on what they know to the other communities.

WTs also made their effort in joining the reflective discussion with the other moral duty bearers (Religious Leader, Elder, and Self-help group), and legal duty bearer (Village Chiefs, Commune Councils, Police Administrators, and Teachers) on how to engage and cooperate with the private sector in fighting human trafficking and exploitation and hold this sector accountable to the laws.

# LEGAL JUSTICE

## AN ICC STRATEGIC FOCUS

Since 2016, ICC-iBCDE team together with the linguist from SIL has worked on the development of a Jarai writing system. This is done by working closely with the Jarai people and by collaboration with local authorities in Ratanakiri, the Ministry of Education (MoEYS) and other NGOs, who have an interest in the Jarai indigenous people. The Khmer-based orthography for Jarai was trialled for 2 years and a key highlight in 2020 is that it was then approved by the MoEYS on Jun 23<sup>rd</sup> 2020. Since then,

ICC has taught people to read, produced books and posters. Also, songs and books are shared via Facebook by our partners. While ICC is working on plans and advocating for the Jarai alphabet to be taught in government schools which will help Jarai communities accept this orthography as an official alphabet for Jarai in Cambodia, ICC started to engage Jarai's youth in promoting their Mother Tongue Based Education. A number of Jarai youth

participated in a short course on how to use the Jarai alphabet with ICC's project staff. They will become the main person who can promote the importance of Mother Tongue Based Multilingual - Education; increasing the awareness through these channels will create a bottom-up pressure and signal an increasing need for it to be used.



ICC has chosen the community empowerment approach in order to help themselves. Project agriculture support requires counterpart investment from beneficiaries and encourages the use of locally available resources without depending on outsiders. This built self-sufficiency among beneficiaries. ICC-FAST project allowed the community to lead the action by themselves. This built-up local ownership to ensure long

term practice. Applying a rights-based approach (RBA), the project worked closely with key duty bearers who have an obligatory mandate to support the same beneficiaries (the right-holders). Importantly, the project activates the role of duty bearers to make changes for the rights-holders. For instance, parents, teachers, school, local authorities, Commune Committee for Women and Children and Women's and Children's Consultative Committee, have

key duties to protect and fulfil the needs of their children as the right-holders.

The capacity and skills are provided by the project with attentive follow up, coaching and backstopping. This ensured beneficiaries really learn and possess it in the long run; the practice will not let knowledge and skills vanish easily but improve for all elderly, youth and child beneficiaries.

# ICC

## A LEARNING ORGANISATION

ICC is continuing to be a learning organization by reflecting, analysing and listening in order to constantly develop and strengthen the organization. So even though It is a tough year this year due to COVID-19 and other stressors have affected day to day life – how we work, how we interact with colleagues and target groups – there’s still a lot to be thankful for such as the ability to build resilience in the workplace, the ability to cope well with pressure and build our family’s resilience, practice thought awareness, practice cognitive restructuring to change the way that we think about negative situations and bad events, and enhancing the leaning from mistakes and failures.



For instance, ICC conducted two internal trainings on Resilience for Families in Crisis, and Resilience on Care for Caregivers. The reflective discussion during the training was all about how to cultivate and pursue a positive mindset so that we can begin to change the way we think. The ICC team members felt more confident and have competence in supporting their target groups in strengthening families in crisis. the ICC team members gained more understandings about crisis within the families and they got to know when there are signs of crisis in the families. This led them to reflect and discuss how to identify the signs that could happen in their own families. ICC staff were willing to share their practical problems during the training. The more they reflected the more they could find out the sources of problems and how leaving them unaddressed could cause more serious problems. So, ICC staff expressed that they have to be careful and find ways to maintain relationships within the family. Moreover, when they understood about crisis, especially the signs they could notice and identify in any families where they are serving, they can support those families accordingly.





## PLANS FOR 2021

2021 will begin with research on Sustainable Livelihood in relation to Anti-human trafficking in Preash Sdach district in order to ensure that all problems and challenges are, in fact, covered in the problem analysis, as we are planning to add the component of Sustainable Livelihood into the Anti-human trafficking project. Additionally, the survey and interviews during the research process allows for a participatory project design since both data collection tools concurrently function as stakeholder/rights-holder channels where women, children, and other beneficiaries and vulnerable groups can voice their views, experiences, and opinions.

Besides working on the next phase of the current projects,

we also continue our work on the design of 2 new projects with the desired change of increased access and improved quality of the Mother Tongue Based-Multilingual Education made available at public schools in Ratanakiri province, and building resilience to climate change for indigenous communities' food security. These two new projects are aiming to commence implementation in January 2022.

The ICC Executive Team will register for an online workshop on Fighting Fraud in NGOs as we would like to build skills and confidence to prevent, detect, and respond to fraud. With those skills, we can make sure ICC's resources get to where they are most needed. We also

plan to translate all the modules into the Khmer language, and use them for providing training to our staff. This will not only explain why people commit fraud, identify key anti-fraud policies, and processes, but also explain the benefits of fighting fraud and being open with donors and staff if fraud happens.

As an organization, ICC will carry out a strategic redesign in 2021. This will enable the organization to continue to serve its target groups, through an updated and adapted strategy which more closely matches the needs of its communities and the strengths of the organization. The resulting strategy will serve the organization from calendar year 2022 through 2026.

## ACKNOWLEDGEMENTS

Thank you to the following ministries and organisations whose generous support and assistance is vital to the work of ICC in Cambodia:

Ministry of Foreign Affairs; Ministry of Education, Youth, and Sport; Ministry of Social Affairs, Veterans and Youth Rehabilitation; Ministry of Labour and Vocational Training; Ministry of Economy and Finance; Interact; Normisjon; Felm; Transform Aid International; Tearfund UK; WBTNZ; LEAD A-P; EFC; SIL International; CCC; Micah Network; NEP; and Chab Dai.

### Funding Partners



### ICC HEAD OFFICE

#21, St. A, Borey Phnom Penh Thmey - Regent Park (BR) alongside Trung Morn street, Domnak Thom 3 village, Stoeung Meanchey 3 commune, Meanchey district, Phnom Penh, Cambodia.

P.O. Box 612 | Tel: +855 (0)92 469 934

Email: [info@icc.org.kh](mailto:info@icc.org.kh) | Web: [www.icc.org.kh](http://www.icc.org.kh)