



អង្គការសហការ  
INTERNATIONAL  
COOPERATION  
CAMBODIA

## ANNUAL REPORT 2022







## ORGANISATIONAL DEVELOPMENT

## PARTNERSHIP & COLLABORATION



## QUALITIES OF ICC'S SERVICE TO THE LEAST-SERVED IN CAMBODIA

**EMPOWERING COMMUNITIES, EMPOWERED NATION**







## INTRODUCTION

2022 was a good busy year as there were many significant activities that happened because of the expected end of the Covid-19 pandemic. The development of the ICC Strategic Plan for 2022 – 2025 was done prior to the first Annual General Meeting (AGM). The process was conducted in a participatory way with the full participation from operational staff, management, and leadership. This led to the ICC team members feeling that their ideas and contribution are important to the organisation. Upon their meeting together, the ideas were discussed, and priorities of direction were established for the next four years through a prioritisation process.

The AGM was conducted in May 2022 for selecting the new local members, and local board

members of ICC. The bylaws for the ICC Local NGO were also approved during this AGM before submitting to the Ministry of Interior with the registration application. The registration request for Integral Cooperation Cambodia (ICC) was approved in August 2022, and the updated name from International Cooperation Cambodia to Integral Cooperation Cambodia (ICC) was done with the National Social Security Fund, and General Department of Taxation in August 2022, and in October 2022 it was also approved by the Accounting and Auditing Regulator. However, the External Audit reports of 2022 were made under International Cooperation Cambodia as the final task as an international NGO. The operation of ICC will be running under the local NGO from the 1st January

2023 onwards.

In 2022 ICC has not only started new project phases for two existing projects - Child Rights project, and Trafficking Response and Sustainable Livelihood project - but has also commenced another 3 new projects: the Cultural Relevant Education for Children and Adults project, the Climate Resilience and Sustainable Indigenous Livelihood project, and the Youth For Cambodia project. Furthermore, various organisational development programs were implemented in areas of Project Management for Development Professionals, Financial Management for Development Professionals, Monitoring, Evaluation, Accountability and Learning. These initiatives have strengthened ICC as an organisation.



# WORKING WITH THE LEAST-SERVED PEOPLE

While the Multilingual Education National Action Plan (MENAP) contributed to increased access to Mother Tongue-Based Multilingual Education (MTB-MLE) at primary school level, significant coverage gaps still remain. Similarly, the linguistic quality, cultural relevance, and pedagogical ap-

proach of the MBT-MLE was assessed to be in need of improvement. In order to reduce the provision gap, ICC-MBT-MLE project is making the increased and improved quality MTB-MLE available at preschool and primary levels (including Non-Formal Education where primary school is not

available).

In 2022, preschool and literacy school teachers were selected from among the indigenous peoples of Tampuan, Kreung, Brao, Kavet and Jarai. They are contract teachers, most of whom graduated from grade 12 at state school...







Before they started teaching in the classrooms allocated and assigned by the project, they received appropriate training from the project in collaboration with the Provincial Department of Education Youth and Sport and District Office of Education Youth and Sport to build their teaching capacities.

The ICC project is also actively participating in revising the MLE textbooks to improve the quality of these books for use in formal and non-formal classes in the Tampuan, Kreung, Brao, Kavet and Jarai languages. The project cooperated with the

target district education offices to assess the educational situation in some primary schools and to identify target schools for implementing multilingual education for primary education in 2023. The process of establishing multilingual education in primary schools is moving forward as per the planned direction of the project; the project has been informed that there will be a large number of indigenous students ready to participate in multilingual education classes in the new school year of 2023.

The project also taught

teachers and school management committees (SMC) to understand the rights of people with disabilities and how to act toward people with disability. In addition, the project also mainstreamed the rights of persons with disabilities in the community. Monthly, the project collects reports from teachers and has dialogued with the Village Development Committees (VDC) to understand the situation of people in the community, especially people with disabilities.





# EMPOWERING TARGET GROUPS

ICC's newly started Youth For Cambodia (YFC) project in mid-2022, with the project's main goal to empower youth in Koh Nek district, Mondulkiri province by enhancing their capacity as active citizens to engage in community development, improve their education, and access economic opportunities.

The establishment of youth groups at all target villages and the setting up of chat and telegram groups at village and district level to learn and share information and knowledge have been strengthening the youth's capacity to fulfill their rights, roles and responsibilities more effectively. Even though it is at the very beginning, the results from their commitments are showing in unity and progress; some of the youth groups have engaged themselves in community development tasks, which are recognised highly by...







the villagers and local authorities. ICC believes that by including and empowering youth, a stronger foundation is made for reaching lasting changes and improvements for the Cambodian people, both now and in the future.

Through the capacity building workshops in 2022 on the youth development concept, systematic thinking and youth's issues and solution, and the preparation of youth structures at all target villages, the youth group committees/members are able to understand their rights, roles and responsibilities

better. They are aware of the importance of participation and the demands of the youth from local authorities to help them develop their communities.

Following the policy of the Ministry of Education of Cambodia, we are trying to get the employers in the targeted project areas - hotels, guesthouses, mechanic etc. - involved in the reflection and discussion on Youth Development Concept as well. They play the essential role in providing work experience placements, and speaking with young people about possible career opportunities.

tunities.

Furthermore, the project has also worked with High School principals of the target areas and School Management Committees to celebrate the opening session of new year study 2022-2023. The Project invited parents, elders and the youth leaders from all target villages to attend the events to provide them with the understanding of the importance of youth education and to encourage them to help promote the youth to pursue their higher study or getting vocational skills in the future.



# BRIDGING AUTHORITIES AND CIVIL SOCIETY

ICC's TRaSL project (Trafficking Response and Sustainable Livelihood) works toward the successful cooperation among Civil Society Organisations (CSO) and duty bearers to fulfil their roles and responsibilities in protecting children and youth from human trafficking.

TRaSL has established the

Watch Teams (WT) as the core Civil Society group to take a role as the moral duty bearers focusing on the Anti-Human Trafficking (AHT) unit based in the community. They have been volunteering to raise awareness to their community people, to identify the traffickers and middlemen behind trafficking and illegal migration, and work as the eyes and

ears of local authority in the context of AHT and migration.

In 2022, the representative of WTs attended the monthly meeting of the Commune Council (CC), in order to report about their activities which has been done, the activity plan, and raised the problems related to their work.







With their efforts, the CC agreed to sign and recognised the WT as a Community Based Organisation (CBO), and get the formal permission to send the representative of WTs to attend the CC meeting.

One of the good results from this collaboration was the intervention in a case related to labour exploitation. There was a girl who was exploited in Malaysia for 7 years and could not repatriate to Cambodia even though she tried to convince the Chinese middleman many times but

the middleman tried to cheat her again and again. After we have received this case all of us went to her family to collect the key information and contacted the victim directly to be aware of her situation. After we collected the information, we consulted with her family and her on how to deal with it. Finally, at the end of April, 2022 she was repatriated to her home safely and to welcome her, her family celebrated and invited the project to join their celebration and congratulations to their daughter. The local au-

thority and project were very happy that our efforts were the right way and fruitful, however we tried to follow up more closely in order for helping the victim as much as we can.





# ICC

## A LEARNING ORGANISATION

ICC is a learning organization which is continually reflecting and investigating (i.e. navigating, seeking, exploring, searching, piloting) how to maintain development relevance in the Cambodia context and is intentionally exploring and engaging in programs to improve the skills and performance of its staff.

So, in 2022 ICC team joined the learning and sharing on the topic of Transformative Communities with the other partners of one of our funding partners. ICC's work is mainly focusing on the empowerment of people and their communities enabling them to take responsibility for their own lives and actions. Our concept is that lo-

cal people must play an important role in the process as their knowledge is absolutely essential. Our development process has been built on what people know already and how they have been doing things in their community.







However, what has been learnt is that we need to keep encouraging the community to fully participate in its own transformation process. If this participation is not taken fully the community will become stagnant. If people do not work together, they will fail even to achieve minor things. In order for the community to be transformed it needs everyone to take ownership of the process of transformation. We cannot just focus on the change of the economy alone, but we have to pay attention to the context of the community. We are also

strategically working with local authorities to support them in their capacity of playing their roles and responsibility and wise decision-making which act justly towards the poor.

An exposure visit was also organised internally between the team from Svay Rieng province to Ratanakiri province, and it was not only for the staff, but the target groups were also involved in this as we would like to enable them from different regions to interact with and learn from each other, allowing them to view practi-

cal examples of successful integration of sustainable practices in farming communities like their own.







## PLANS FOR 2023

We plan to improve the data collection on persons with disabilities in order to protect their rights and assess inequalities. Therefore, we will carry out a pilot project for implementing Washington Group Questions (WGQ) and expect to improve the knowledge and skills in collecting high-quality disaggregated data. Furthermore, the development of Gender Equality, Disability and Social Inclusion (GEDSI) policy is also planned.

ICC gives priority to work with local churches to the extent possible, in order to mobilise and engage churches in contributing to wholistic development. With this priority, we are planning to design a Church-Based Community Development Project. Based on the design process, a Core Design Team will be formed and they will go to the target areas in order to explore the stories, current contexts, and issues that the target

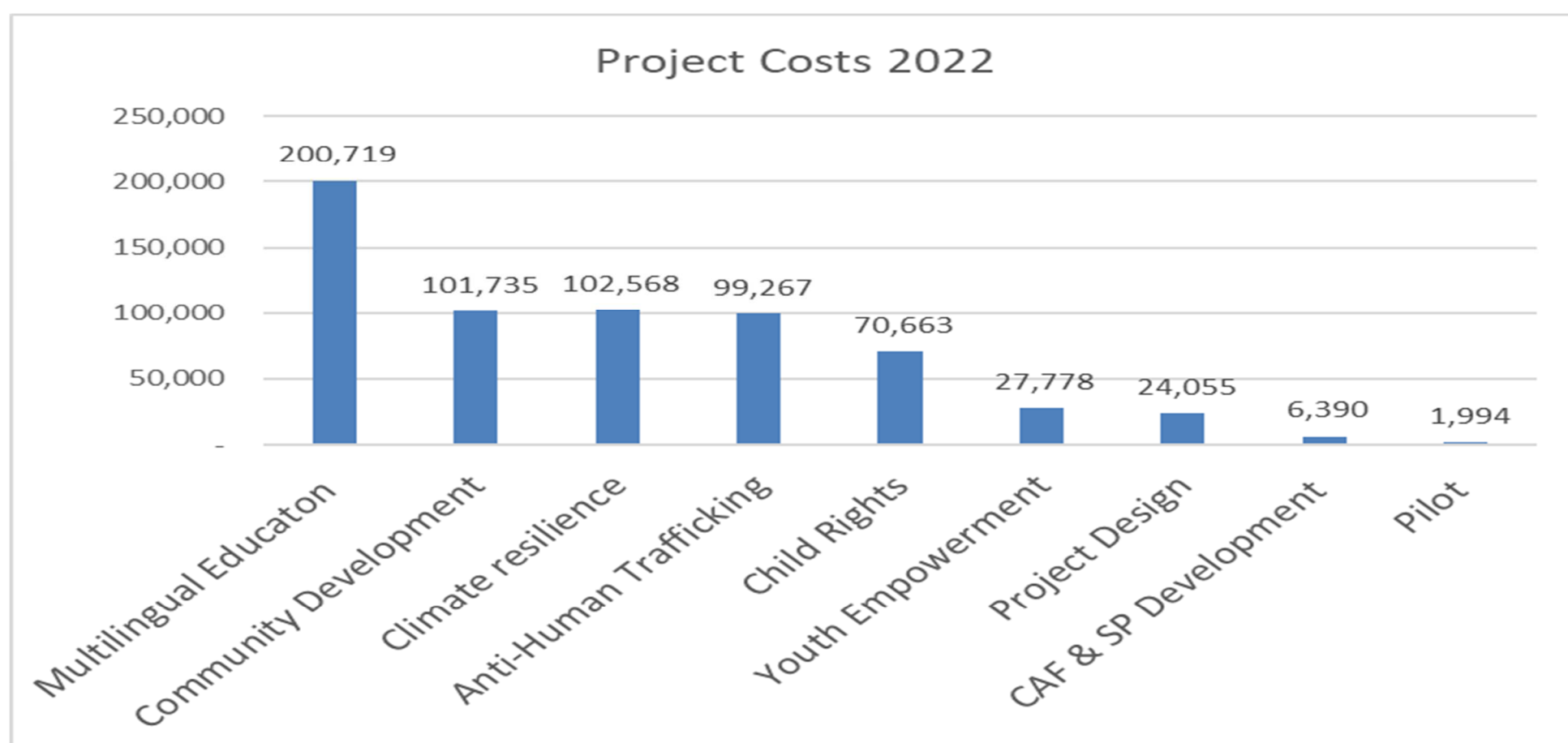
groups are struggling with, and how they cope with it, and would there be any potentially new opportunities that they know about. We are also intending to explore how Outcome Mapping can potentially bring systemic awareness and community ownership from design and naturally inspire local actors to monitor change.

There will be the second gathering of all ICC staff after the first one was held in 2010. However, it will be considered as the organisation kick-off conference where it is first time to have local board members to govern ICC and also their first time to meet all ICC staff. For that reason, it will be vital as well to mobilise the entire organisation in developing a more inclusive mindset in order to ensure ICC's service benefits the most vulnerable people. We believe this event will contribute a large part in strengthening unity among ICC team members. It

will also help to mobilise the entire organisation in the fight against fraud as we are planning to provide a training session on "Anti-fraud in NGO", and facilitate the reflective discussion on how to create an Anti-Fraud Culture, conducting a Fraud Risk Assessment, and assessing Conflicts of Interest. Furthermore, the second Annual General Meeting, Board Meeting, and Partners Consultation will be held in May as well.

We are intending to cultivate organisational resilience, so that this will be the main topic to discuss during the Partners Consultation. This reflection and discussion are driven not only by crisis but also by opportunity. We need to strive in finding ways to build flexible, resilient environments that allow for dynamic efficient decision making and better time management.





## 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; Australian Aid, Tearfund UK; WBTNZ; LEAD A-P; EFC; SIL International; CCC; Micah Network; NEP; and Chab Dai.

### Funding Partners



## ICC PHNOM PENH 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)