



MINUTE OF CCC BI-MONTHLY MEMBERS MEETING
2 August 2018; 8:00am – 5:00pm
Diakonia Center (KSSA/ICF near Tuol Sleng Genocide Museum)

Introduction:

This 253rd Bi-Monthly Members Meeting will be convened on 2 August 2018 at Diakonia Center (KSSA/ICF No.19-21, St. 330, Phnom Penh). There are 85 /37 female participants who are country Representatives/Executive Directors and Senior Leaders/Managers of CCC members to attend and share knowledge and experiences, the common concerns on the development challenges and prioritize the issues to be addressed by relevant stakeholders. This meeting is organized to achieve the following objectives:

1. To welcome new members and sharing of their development approaches
2. To share overall observation and other challenges of program implementation during the election process
3. To share and update of legal status on minimum wage law
4. To share and promote communication for CSO visibility

Detailed Discussion:

Topic	Detailed Discussion
<p>Welcome and opening remarks</p>	<p>Welcome and opening remarks by Sin Putheary, Acting Director of CCC</p> <p>She provides warmly welcome to participants on behalf the Executive director of CCC who is mission abroad. Then welcome the new five members and encourage for the collective effort through membership platform and this is the 253 bi-monthly meeting. We put all our effort among our members who working from multi-sectoral areas since health, education, human rights, and other partner organizations working across Cambodia.</p> <p>She hopes that we all believe and put all efforts to achieve our goal leading to sustainable development of Cambodia, and we seek our hand to work together, and help each other for this achievement. This goal also set in the global goal of SDGs. Finally, she thanks again on behalf executive director and wish to have fruitful discussion, and then she announces to open the meeting.</p>
<p>Session 1: CCC new member sharing and their development approaches</p> <ul style="list-style-type: none"> • Presentation of Advocacy and Policy Institute (API) • Presentation of Women’s Resource Center (WRC) • Presentation of 	<p>Presentation and sharing of new members</p> <p>1- Mr. Lam Socheat, Executive Director of Advocacy and Policy Institute (API) He briefly about background of API, which originally from Pact, and localize in 2007. API have two mandate of ED for ten year. He shares about API’s vision, mission, and goal, and then sharing the new strategic plan of 2019-2023. Over ten years, at least ten sectors are working on such as 1) legal and policy analysis of Cambodia law’s against international standard on access to information; 2) Leading and advocating the access to information law; 3) Review and inputs on decentralization and local government initiative; 4) Civic empowerment improvement; 5) social accountability progress; 6) civil society strengthening and so on. The next five year strategic plan 2019-2023, API try to improve rights, voice, and livelihood of citizens through the main approaches of : 1) citizen</p>

<p>Douleurs Sans Frontieres (DSF)</p>	<p>engagement and participation; 2) access to information and good governance; 3) Advocacy and policy influence. Then he introduce about the key intervention following the key objectives approaches, as well as partners in order to achieve the project.</p> <p>2- Ms. Kong Vanthat, Executive Director of Women’s Resource Center (WRC) She share some background and mission and vision of WRC, which a locally based and register at Mol, and have three programs which provide counseling for women, community outreach workshop, and women empowerment (provide counseling, emotional support, and then referral services). The center of WRC, we provide the short training course such as family planning, women development physically and psychology, safe motherhood and abortion. Other topic including positive disciplines, parent roles, children development, motivation and goal setting, and local community and support for youth.</p> <p>3- Ms. Lav Srey Net, Program Coordinator of Douleurs Sans Frontieres (DSF) She briefly about the background of the organization, and the program support of DSF, which working in partnership with government health services. The program start in 1996 which focus on amputee support, in 2000 on HIV/Aid, 2011 on cancer, and 2016 support for homecare. Then she brief about the challenges relate to health such as high rate of infected disease, and uneffective disease, and so on. She then explain on term of program service of homecare support” <i>kateitoam samron</i>”. The approaches of DSF, and roles of DSF as the coordinator for the patients and hospital, which DSF working . Beside Phnom Penh based, DSF also work in Mong Russey of Battambang province which in partnership with MSF. She then brief about the achievement of DSF in the first semester 2018. The mobile team work closely with local community, which some patients who difficult to move out, therefore, the mobile team at least one time visit a month. The goal for 2018 and 2019, continue the partnership approaches with the provincial hospital, advocacy, networking, and psychology support, which mainly provide support both medical and psychology, expand the service into eight provinces including Phnom Penh, Kandal, K.g Cham, Kg. Soam, Kampot, Takeo, Battambang and SiemReap. Establish network for services.</p> <p>(Please see the slide presentation)</p>
<p>General Announcement</p>	<p>Announcement</p> <ul style="list-style-type: none"> • About the filing of short survey to challenges and suggestion to legal compliant with relevant ministry. • Announcement of learning forum on 15 August 2018 related to financial report for non-profit sector. <p>Announcement of Do No Harm Training of Trainer, which contain both scholarship and paying fee.</p>
<p>Session 2: Updating of legal status on employment and Discussion on during and Post-Election, Challenges of</p>	<p>1-Presentation of the new enacted law on Minimum Wage, and other updates by Mr. Yoeurng Sotheara, legal support specialist.</p> <p>He mentioned that the Minimum Wage Law (MWL) was approved by parliament on 7 June 2018, but does not implement yet because it need to wait for more Prakas from MoLVT.</p> <ul style="list-style-type: none"> • What is MWL? What does MWL involve with CSO?

<p>Implementation for CSO programing</p>	<p>At the start, MWL is developed for Garment sector (158\$) as the most priority, but in the future will be covered for all sectors by this law. For example, it will be covered for construction sector...</p> <p>There are two factors to determine the minimum wage:</p> <ul style="list-style-type: none"> ○ Social factor: daily expense, inflation, etc. ○ Economic factor: labor market, income of employer, etc. <p>He also mentioned that NGO might not be included in this law because the minimum wage of NGO's staff is more than the amount was said in this law.</p> <p>National Council of Minimum Wage (NCMW) will be established with the tri-party by sub-decree, under supervision of minister of MoLVT. The composition of the tri-party, Union (1/3), Employer (1/3), Government (1/3). NCMW is established to provide recommendation to minister to determine the MW.</p> <p>Seniority Fund (ប្រាក់បំណុលអតីតភារប្រចាំឆ្នាំ): Currently, seniority fund provides to the employee every year. But MWL said it needs to be every 6-month (it's equal 15 days of salary plus other benefits). But, the employer (garment factory) does not implement yet because the employer waiting for the Prakas from Minister.</p> <p>Pension scheme of NSSF is not implemented yet because they are waiting for other law. Deputy Director of NSSF just said it will be implemented in early 2019.</p> <p>The Prakas from MoLVT is not released yet, so don't worry about this law. However, NGOs need to pay more attention on the law compliance, previously we are miss some points of the law compliance. More information about changing of labor law, see article (87c, 89, 91,94, 110, 120, 122)</p>
<p>Group Discussion on key challenges and priorities for CSO program</p>	<p><u>2-Discussion on during and Post-Election, Challenges of Implementation for CSO programing</u></p> <p>All participants were asked for working in small group by discussing on 2 main questions. Question and Results of the discussion as below:</p> <p>Q1: What do you see the key challenges and opportunities for CSO program during and after election?</p> <ul style="list-style-type: none"> ○ Reduction of aid from donate country, and funding shortage ○ The future of working enabling environment for CSOs is difficult to predicable, whether it is the chance or threat for us ○ Strict on law compliance (taxation, labor, work permit...), and right to expression of local people; there were some organizations were threatened to close ○ For INGOs, MOU is validation, but when we continue the MOU is difficult for INGO. Apply visa for foreign staff take time and difficult ○ In this national context, there are difficult to cooperate with other ministries (relevant) ○ Media is strictly monitored and certain website had been blocked. ○ Lack of cooperation from local authority because they were busy with the political and party's work. And, some activities we need to skip because of the election ○ Certain organization work on Human right & Advocacy are difficult to work and more confrontation and threat. ○ Certain activities were under strict monitored, and lack cooperation

	<p>from the local authorities and local police, therefore, certain activities is delayed for implementation.</p> <ul style="list-style-type: none"> ○ Not systematic requirement from relevant Ministries, therefore, difficult to fulfilled different requirement. ○ Opportunity <ul style="list-style-type: none"> ▪ There could be new source for fund from China to CSO ▪ The Gov't may change to have a good partnership approach with CSOs ▪ CSOs need to strengthen their own capacity response to the challenges. ▪ The cooperation between Gov't and CSO is not any concern because we have only one gov't, and feeling safe after the election following no competition. <p>Q2: What are the next key priorities for CSOs? And Do you have any suggestion for CCC, Govt' and Development partners?</p> <ul style="list-style-type: none"> ○ CCC <ul style="list-style-type: none"> ▪ CCC should have regular meeting with government, and continue roles as the coordinator between CSO & Gov't. Inform back to CSO after the meeting, and continue to update the new regulation. ▪ Exploring the challenges of INGOs in MoU and Visa, and then try to find out the proposed solution. ▪ Discuss with Gov't which law do gov't will continue to enforce? ▪ Motivate CSO to work at the community and good cooperation with local authority ▪ CCC will conduct NGO mapping by sector, and keep update information on time from gov't to CSO ▪ Public forum between Gov't & CSO to strengthening the cooperation between CSO & Gov't, and in order to align with the gov't strategy ▪ CCC should play important roles to coordination with US for the fund support to CSO ○ Government: <ul style="list-style-type: none"> ▪ The government should try to keep good diplomacy with the donor communities. ▪ Improve the good collaboration with CSOs work. ○ Donor Community: <ul style="list-style-type: none"> ▪ Support to strengthen and assurance of democratic space. ▪ Continue the effort and support to CSOs and Government. ▪ Need to carefully look all information (whether it is true data, advantages and disadvantages) before deciding to do something, i.e. cut down the funding support.
<p>Announcement of "New initiate project of Welthungerhilfe"</p>	<p>Announcement of "New initiate project of Welthungerhilfe" by Ms. Toy Monireth She briefly of CSA, which part of the program of WHH, and it has it won vision and mission. Then she mentioned some detailed about the training program of CSA such as the facilitator, types of training, and event training.</p> <p>(Please see the slide presentation)</p>
<p>PM Session</p>	
<p>Social Media Guideline Version 2 How to promote visibility of</p>	<p>Social Media Guideline Version 2 by Mr. Rice Chamroeun, Consultant</p> <p>He mentioned that Social Media Guideline Version 2 just updated in July 2018. There was a bit late in updating because the technology world, it should</p>

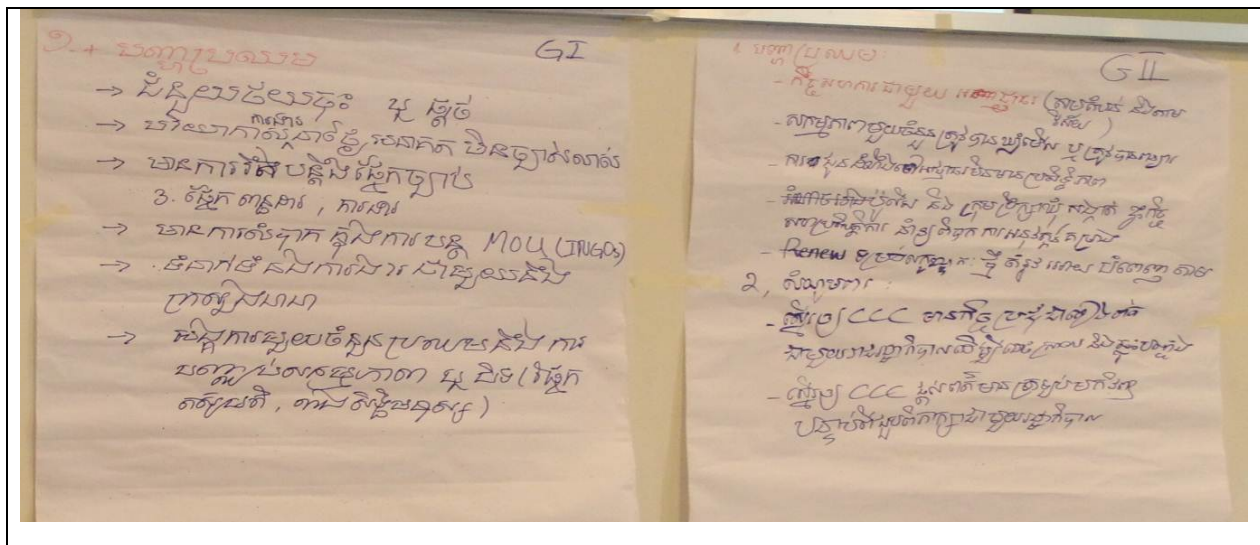
<p>organization through social media</p>	<p>be updated every year at least, not 5 years like us. He also said there were 10 popular social medias were introduced in this guideline (Facebook, Youtube, Linkedin, Twister, Google+, Line, Telegram, Instagram...), for more detail of the guideline, please visit CCC website.</p> <p>Q&A:</p> <ul style="list-style-type: none"> • Q1: What is the good content? Example of the content, why is good? Most of view #? Maybe we can open the course to write a content. <ul style="list-style-type: none"> ○ CCC team will note it for updating in the next version ○ Comparison the security of Telegram, Facebook, Line, etc. Which one the most security? ○ Actually, we did not compare yet. ○ However, there is no security on the internet. But, it depends on what important we are? That someone should hack. • Q2: How to promote Page through Facebook Page without payment? There are 2 ways <ul style="list-style-type: none"> ○ Friend: invite friend to like page (unless you Admin of the page) Share our Page to the Group (business group such as land group, buy & sell in Phnom Penh) but on Facebook, it allows only 20 or 50 shares to the group at the same time or day, otherwise it will block our page or account (maybe Facebook adopts our Account is on Spam)
<p>Social Media Guideline Version 2 (Con't) Announcement of video competition on “Awareness Raising on SDGs and CSO’s Work”</p>	<p>Social Media Guideline Version 2 (Con’t) 1-Social Media Guideline Version 2 by Mr. Rice Chamroeun, Consultant He mentioned that Social Media Guideline Version 2 just updated in July 2018. There was a bit late in updating because the technology world, it should be updated every year at least, not 5 years. He also said there were 10 popular social medias were introduced in this guideline (Facebook, Youtube, Linkedin, Twister, Google+, Line, Telegram, Instagram...), for more detail of the guideline, available upload in CCC website.</p> <p>Q&A:</p> <ul style="list-style-type: none"> • Q1: What is the good content? Example of the content, why is good? Most of view #? Maybe we can open the course to write a content. <ul style="list-style-type: none"> ○ CCC team will note it for updating in the next version ○ Comparison the security of Telegram, Facebook, Line, etc. Which one the most security? ○ Actually, we did not compare yet. ○ However, there is no security on the internet. But, it depends on what important we are? That someone should hack. • Q2: How to promote Page through Facebook Page without payment? There are 2 ways <ul style="list-style-type: none"> ○ Friend: invite friend to like page (unless you Admin of the page) Share our Page to the Group (business group such as land group, buy & sell in Phnom Penh) but on Facebook, it allows only 20 or 50 shares to the group at the same time or day, otherwise it will block our page or account (maybe Facebook adopts our Account is on Spam) <p>2-Announcement of video competition on “Awareness Raising on SDGs and CSOs” by Mr. Chhouk Phal Puthiridh, Communication Specialist</p> <p>Currently, CCC developed a Video Competition focuses on Sustainable Development Goals (SDGs). After 3 years of SDGs.</p>

	<p>There are some criteria of competition:</p> <ul style="list-style-type: none"> • Video length max. 3 min • Can upload to YouTube • Original works, no copyright violations • Good quality and Effective Promotion • Accuracy of technical content and communication of that content to the target audiences. <p>The video will be evaluated by 5 committee members of video competition</p> <ul style="list-style-type: none"> • 1st prize: Laptop Koompie (product of Khmer) • 2nd prize: Camera • 3rd prize: Tripod <p>How to apply:</p> <ul style="list-style-type: none"> • Register: individual or team • Deadline: 18 September 2018 <p>Submit by upload to Google drive and share link to email CCC.</p>
<p>Wrap up and closing remarks</p>	<p>Closing remarks by Dr. El Sotheary, Head of Program of CCC</p> <p>At the end of the meeting, she thanks so much to all CCC members for their contribution to this event. And, she mentioned that maybe a mega project will be started in 2018 that we need more inputs from all of you, CCC members. Currently, we have 175 members, is greater than the year before.</p> <p>There were many issues that raised by CCC members, that we need to create the new mechanism to share and respond to the issues and problems. She also informed that there will be a big event tomorrow, it is a GTD and CSO meeting to discuss about the taxation issue of CSOs.</p>

Noted: CCC reserves the right to alter the agenda depending on time constraints and availability of speakers. CCC will upload all documents, photos, and key activities and ideas in CCC websites, and social media for public access.

For event archive download in link to <http://www.ccc-cambodia.org/en/resources/event-archives> www.facebook.com/CCCsince1990 www.youtube.com/CCCambodia

Annex of Group Result



- + ឥរិយាបថ
- បញ្ជាប្រឈម (១. ចិន, ប្រទេស?)
 - ធម្មតិកទានខ្លាំង វិភាគ (ទំហំទំនើប)

- 2 - គោលការណ៍ ៧ សំខាន់ៗ
- បង្កើនស្ថេរភាព និង គុណភាពសេវា
 - កិច្ចការបញ្ចប់ប្រឈមវិសាល
 - យុទ្ធសាស្ត្រយុទ្ធសាស្ត្រ ជើង គ្រប់គ្រង MOU
 - បង្កើន គុណភាពសេវា ការងារការងារ
 - ការងារសេវាសាធារណៈ (ទំហំទំនើប) CCC
 - ការងារសេវាសាធារណៈ ការងារ របស់ យុទ្ធសាស្ត្រ

- ក្របខ័ណ្ឌ ១
- ១ បញ្ហាប្រឈម
- ធនធានមនុស្ស មិនគ្រប់គ្រាន់
 - ការងារមិនគ្រប់គ្រាន់ គ្រប់គ្រង
 - ធនធានមនុស្ស មិនគ្រប់គ្រាន់
 - ធនធានមនុស្ស មិនគ្រប់គ្រាន់
- ២ ឥរិយាបថ
- ធនធានមនុស្ស មិនគ្រប់គ្រាន់
 - ធនធានមនុស្ស មិនគ្រប់គ្រាន់
- ៣ ឥរិយាបថ
- ធនធានមនុស្ស មិនគ្រប់គ្រាន់
 - ធនធានមនុស្ស មិនគ្រប់គ្រាន់

- ក្រប ៣
- ១ បញ្ហាប្រឈម :
- ការងារ Visa សំរាប់ បុគ្គលិកបរទេស
 - (គ្រូបង្រៀន, គ្រូបង្រៀន)
 - ការងារ MOU គ្រប់គ្រងសេវាសាធារណៈ
 - សំខាន់ៗនៃការងារសេវាសាធារណៈ
 - ការងារសេវាសាធារណៈ គ្រប់គ្រងសេវាសាធារណៈ
 - Legal & policy Compliance, Reinforcement for NGOs. (Tax, Labour Law, ...)
 - * Opportunity :
 - ការងារសេវាសាធារណៈ គ្រប់គ្រងសេវាសាធារណៈ
 - NGOs អាចបានសេវាសាធារណៈ គ្រប់គ្រងសេវាសាធារណៈ

- ចម្លើយ : GV
- ១ បញ្ហាប្រឈមបច្ចុប្បន្ន :
- Website គ្រប់គ្រងសេវា
 - ការងារសេវាសាធារណៈ គ្រប់គ្រងសេវាសាធារណៈ
 - ការងារសេវាសាធារណៈ គ្រប់គ្រងសេវាសាធារណៈ
 - ការងារសេវាសាធារណៈ គ្រប់គ្រងសេវាសាធារណៈ
 - ការងារសេវាសាធារណៈ គ្រប់គ្រងសេវាសាធារណៈ
- * ឥរិយាបថ : No
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| - ឥរិយាបថ គ្រប់គ្រងសេវា | - ឥរិយាបថ គ្រប់គ្រងសេវា | - ឥរិយាបថ គ្រប់គ្រងសេវា |

CCC	Government	Development partner
<p>→ សម្របសម្រួល ជាមួយ វិទ្យាសិទ្ធិ, ក្នុងការ គាំទ្រ ការ ប្តូរ ប្រព័ន្ធ គ្រប់ យ៉ាង ល្អ</p> <p>→ ជួយ ដោយ mapping តាម តំបន់ គោលដៅ សម្រាប់ ការ ងារ</p> <p>→ កែតម្រូវ យ៉ាង រហ័ស រាល់ ១ ឆ្នាំ - សំរាប់ ជួយ ដល់ សហគមន៍</p> <p>→ Keep all members updated about New Law ..</p>	<p>→ ពង្រឹង ទំនាក់ ទំនង ការ ងារ រវាង ជាមួយ ប្រទេស ទី បី ដល់ ជំនួយ</p> <p>- បង្ក ពង្រឹង ភាព ជា មិត្ត រួម គ្នា ក្នុង សហការ រវាង ជាមួយ លទ្ធផល</p>	<p>→ ជួយ គាំទ្រ លើ គោល យោបល់ របស់ សហគមន៍ គោលដៅ</p> <p>→ បង្ក គាំទ្រ ដល់ ជំនួយ ដល់ វិទ្យាសិទ្ធិ លទ្ធផល</p> 