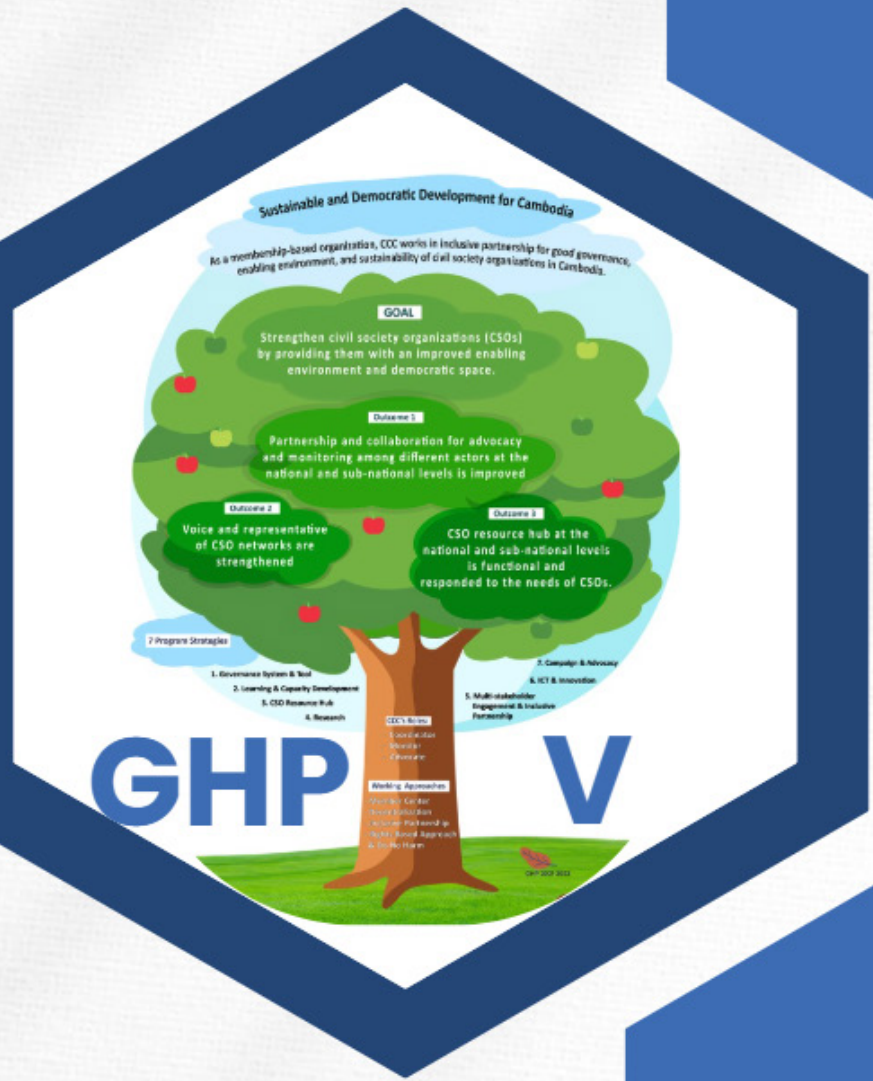


2024

# ANNUAL REPORT





**February 2025**

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**Published by:** COOPERATION COMMITTEE FOR CAMBODIA (CCC)

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# 34 Years in Service



# 1990 - 2024



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# Message from CCC EXCOM

For 34 years in Cambodia, CCC has leaved a great legacy for the NGO sector and Cambodia society. One of the key legacies is to bring all different NGOs sectors working together as the common voices and strong solidarity. Today and tomorrow, CCC still has a very high commitment and stands firmly with the three key roles: advocate, coordinator, and monitor.

The enabling environment for Civil Society Organization (CSOs), capacity building, and promoting good governance are the key of CCC's program to achieve its vision "Sustainable and democratic developments in Cambodia. CCC also continues to fulfill its mandate to provide training and guidance for CSOs on compliance to the implementation of the taxation, accounting standard, and other related laws.

As we look back on the year 2024, we acknowledge both the progress made and the significant challenges faced by Civil Society Organizations (CSOs) in Cambodia. Despite these hurdles, we draw inspiration from the resilience and dedication displayed by all our members. Your commitment to addressing the pressing needs of communities and advocating for positive change is commendable. We recognize that the road ahead may be fraught with difficulties, but together, we can navigate these challenges.

CCC put a lot of efforts to bridge the gaps between CSOs, especially its members and the government, through the platform called "Partnership Dialogue". Through the platform bring the concerns of CSO related to civic space and forward a number of requests for the government to address and provide support. In addition, it became the model to the sub-national level where dialogue is coordinated by the provincial NGOs networks. With tremendous contribution from members, and stakeholders, CCC is able to bring its vision to action.

As we venture into 2025, let us reaffirm our shared mission and the values that unite us. We urge all members of the CCC to engage in dialogue, collaborate across sectors, and harness the strengths of our diverse community. This year, let us focus on empowering each other, sharing best practices, and advocating for a more enabling environment for civil society. In this spirit of collaboration and resilience, we believe that together, we can overcome obstacles and pave the way for a brighter future for Cambodia. May this year be filled with collective achievements and profound impacts. On behalf of EXCOM, I would like to thank for your support and keep moving together in the upcoming year.

Mr. Keng Bunchhoeuth  
Chair of Executive Committee (EXCOM)



# Message from CCC ED

As we celebrate the 34th Anniversary of Cooperation Committee for Cambodia (CCC), we reflect on our journey as the largest membership-based organization in the country. Since our inception in the 1990s, CCC has evolved significantly, with our current focus on the Governance Hub Program (GHP), which exemplifies our commitment to addressing the needs of our members, partners, and stakeholders.

Looking ahead to our strategic plan for 2024-2028, we are dedicated to enhancing the enabling environment for civil society, assessing the needs of our members, promoting stakeholder collaboration, and securing financial sustainability. These priorities are vital as we navigate the complexities of today's landscape.

In 2024, the Cooperation Committee for Cambodia (CCC) strengthened CSO engagement by expanding government advocacy platforms, successfully influencing policies on social accountability, taxation, legal reforms, and labor rights, leading to key policy changes and the resolution of worker demands. As Cambodia's largest membership-based CSO network, CCC grew its membership to nearly 200 organizations, signed MoUs with 16 provincial networks, and delivered 291 capacity-building activities benefiting 8,811 individuals.

As we celebrate these milestones, we recognize that our collective impact is made possible through the unwavering commitment, resilience, and collaboration of our members and partners. In an evolving landscape, CSOs in Cambodia continue to stand strong, championing transparency, accountability, and social justice. The challenges we face only strengthen our determination to work together, ensuring a more inclusive and sustainable future for all. CCC remains committed to fostering unity, amplifying our collective voice, and equipping members with the tools needed to drive meaningful change. Let us continue to inspire, support, and uplift one another, knowing that our shared efforts will shape a stronger civil society and a brighter future for Cambodia.

As the Executive Director, I extend my heartfelt gratitude to the members of the CCC family, our partners, and all working groups for their invaluable contributions. Your dedication has made the effective and efficient implementation of the Governance Hub Program possible. Together, let us continue this vital journey and strive for a brighter future for the younger generations of Cambodia.

**Ms. Sin Putheary**  
Executive Director of CCC

## 1991-1993

Executive Secretary: Ms. DEBORAH BRODIE

- CCC was founded by 24 INGOs
- First EXCOM elected
- First Executive Secretary hired
- CCC formed for the purpose of OPERATIONS AND COORDINATION
- CCC receives formal accreditation from SOC
- Explosion of International NGOs coming to Cambodia First local NGO established UNTAC arrived
- CCC coordinating NGO papers to ICORC
- Explosion of local NGOs
- Local NGO federation established

## 1994-1995

Executive Secretary: Ms. Sally Low

- CCC welcomed NGO Forum to Cambodia
- Charter revised and membership increased
- Year of "Committee"
- New ED appointed
- Cambodian Assistant Director hired
- Discussion on NGO law and Aid effectiveness
- Coordination of NGO inputs in CG meeting
- NGO project databases set up
- Development Analyst (DA) Project funded

## 1996-1997

Executive Director: Ms Carole Grission

- New development analyst appointed
- Gender and Development (GAD) project approved
- CCC publication expanded
- CCC leads successful NGO inputs at CG meeting
- Cambodian NGOs Increase /emerging LNGO networks
- Increased support to government and Cambodia from UN, IO and multi and bi-lateral agency
- MoFA introduces draft SPA for INGOs

Members: 63 NGOs

Members: 71 NGOs

## 2007- 2012

Executive Director: Mr. Lun Borithy

- CCC successfully gained NGO good practice self-certification
- 5 years strategic plan development (2009-2013) with new redefined vision and mission
- 16 LNGOs certified as Good Practice NGOs
- Re 2 activation of Learning Forum
- Roaden discussions on NGO development effectiveness
- CCC celebrates 20 years of serving the NGO sector Cambodia
- Host of the 1st Global Assembly for CSO Development Effectiveness
- NGO GPP was rebranded from NGO Good Practice Project to NGO Governance & Professional Practice
- Shifted from multi projects to program based by developed five years program named Governance Hub Program (GHP) and created vision 2015 of CCC
- Almost 800 NGOs at national and Global level joint statement with CCC to advance against the Law on Associations and NGOs (LANGO)
- Co-host of the 2nd Global Assembly for CSO Development Effectiveness Governance Hub Program and Vision 2015 approved by EXCOM
- Cambodian CSO voice heard in
- Usan HLF 24
- CCC led campaign on LANGO was heard by RGC. Case postponed till 2004
- CCC registered as local NGO
- Groundbreaking research highlight CSO contribution to Cambodian Development
- First point of regional contact in global movement for development effectiveness
- Leading referral center about CSOs for CSOs

Members: 52 NGOs

# Our History

## 1998-2007

Executive Director: Ms Carol Strickler

- GAD Project expanded
- Analyzing Development issue (AD) project developed
- Analyzing Development Issue project started
- CCC negotiated MoUs contents with the RGC
- ADI Project gained increased visibility
- CCC and RGC finalized discussion on MoUs
- ADI project new 3 years phase (2003-2005)
- CCC/CDRI: provincial governor – NGOs seminar
- NGO capacity building practices survey
- Coordinated discussion in labor migration
- NGO Good Practice Project (NGO GPP) started pilot
- Coordinated further discussion on NGO law
- 2004-2008 strategic Plan development with revised vision mission
- Focus on rebuilding relationships with RGC on issues of SPA, NGO Law, Aid Coordination
- Analyzing Development Issues (ADI) Project in development phase
- Combined effort on NGO Statement to CG Meeting (CCC, NGO Forum and MEDICAM)
- More INGOs localized and support LNGOs
- CCC negotiated MOU content with the RGCADI Project gained increased visibility GAD/C become independent.
- Code of Ethical Principles and NGO good practice certification established.

Members: 98 NGOs

## 2013- 2020

Executive Director: Mr. Soeung Saroeun

- New revision of vision, Mission, Goal and Value of CCC approved CCC's visibility and credibility were increased through multi media
- Hosting online NGO database about CSOs, donors, and other agencies
- Growing recognition of GPP VCS by CSOs (45 certified NGO), international donors, and relevant stakeholders
- Revision CCC's law approved members & EXCOM
- Online NGO databased of CCC becomes information bank
- CCC was selected as the Cambodian open development partnership secretariat (OGP)
- CSOs joint advocacy strategies for Democracy Space
- Representative of CSOs into national Forum Such as TWGs
- CCC is an Asian Regional Coordination of—ejond 2015
- MoUs with nine provincial NGO networks & others
- CCC is in the progress to implement New GHP Phase 3 (2017-2021), 1) Enhanced effectiveness and impact of civil society organization (CSOs), and 2) Improved enabling environment for CSOs.
- Three outcomes of GHP Phase 3: 1) increased capacity for CSOs for innovative response to development challenges, 2) improved multi-stakeholder partnership in policy development and effective development cooperation at all levels, and 3) strengthen active participation of CCC members and innovative services of CCC secretariat.
- The GHP will require USD\$ 5,470,691 for the entire five years.

Members: 173 NGOs

# Sustainable and Democratic Development for Cambodia

As a membership-based organization, CCC works in inclusive partnership for good governance, enabling environment, and sustainability of civil society organizations in Cambodia.

## GOAL

Strengthen civil society organizations (CSOs) by providing them with an improved enabling environment and democratic space.

## Outcome 1

Partnership and collaboration for advocacy and monitoring among different actors at the national and sub-national levels is improved

## Outcome 2

Voice and representative of CSO networks are strengthened

## Outcome 3

CSO resource hub at the national and sub-national levels is functional and responded to the needs of CSOs.

## 7 Program Strategies

1. Governance System & Tool
2. Learning & Capacity Development
3. CSO Resource Hub
4. Research

5. Multi-stakeholder Engagement & Inclusive Partnership
6. ICT & Innovation
7. Campaign & Advocacy

## CCC's Roles:

- Coordinator
- Monitor
- Advocate

## Working Approaches

- Member Center
- Decentralization
- Inclusive Partnership
- Rights Based Approach & Do No Harm

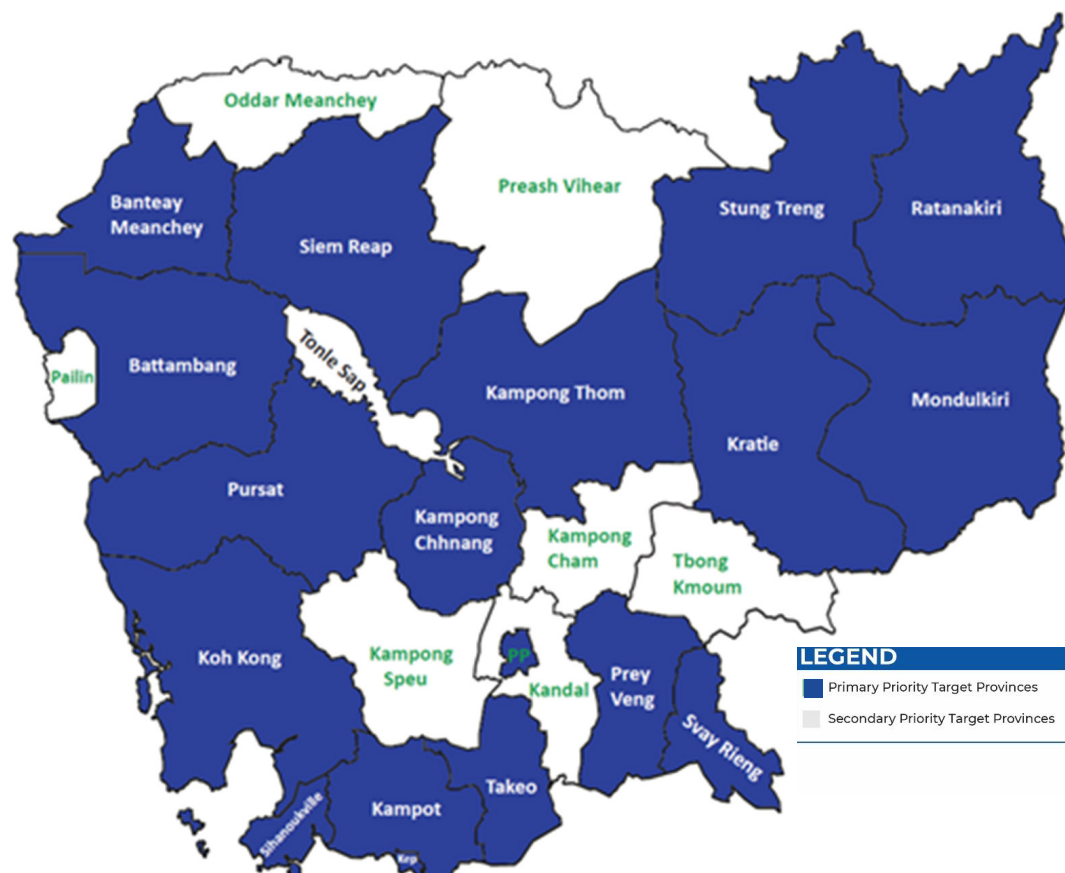
# GHP Tree Phase V (2024-2028)

GHP 2021-2023

GHP 2017-2020

# KEY TARGETS 2024

CCC committed to working in all provinces in Cambodia, yet in 2024 the primary target provinces were given to 16 provinces and the capital city, Phnom Penh. These 16 provinces include Kratie, Stung Treng, Ratanakiri, Mondulkiri, Prey Veng, Svay Rieng, Kampong Thom, Siem Reap, Kampong Chhnang, Pursat, Battambang, Takeo, Banteay Meanchey, Kampot, Sihanouk Ville, and Koh Kong.



## GHP 2024 FACT SHEETS

Target Area :

**16** Provinces & Phnom Penh

Total Income :

**\$ 1,386,872**

Primary Beneficiary :

**180** NGO Members of CCC

540 Staffs (256 Women)

**540** NGOs

500 Representatives (200 Women)

**40** CBOs

40 Participants (15 Women)

**291** Events

Total Participants : 8,811 (40.6% women, 18.4% youth)

**150** NGOs

from the Provincial NGO Networks (275 Staffs)

**105** NGOs

from non CCC members

# Strengthening Partnerships and



# and Collaboration for Advocacy



## CSOs Have Actively Been Engaged in Expanded Platforms with the Government

CCC is recognized and granted the seats in official joint working groups and engagement platforms for CSOs, which have expanded from two in 2023 to 8 in 2024, as part of its mandate to advocate for CSOs in law and policy framework. The expanded mechanisms have provided more avenues for CSOs to influence policies, raise concerns, and collaborate with government institutions to address pressing challenges.

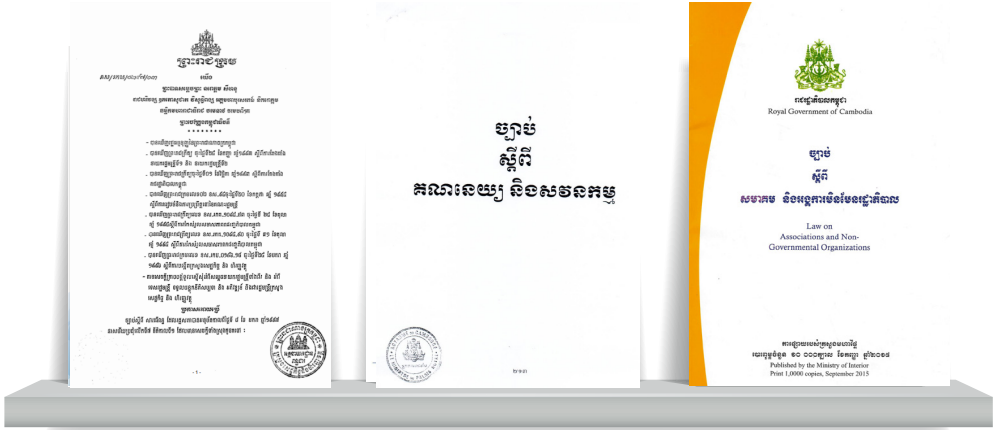


These 8 platforms include:

- (1) National Strategic Development Planning (NSDP) 2024-2028,
- (2) Social Accountability initiatives,
- (3) Cambodian Sustainable Development Goals 2016-2030,
- (4) A Joint Working Group between the General Department of Taxation and Associations and Non-Governmental Organizations,
- (5) A Joint Working Group between the Royal Government and CSOs working on amending the Law on Associations and Non-Governmental Organizations,
- (6) Provincial Partnership Dialogue (PPD),
- (7) A National Forum on the Partnership between the Royal Government and CSOs, and
- (8) Global Partnership for Effective Development Cooperation (GPEDC).

# CSOs Have Actively Provided the Inputs to Legal Reforms

CSOs, with the coordination of CCC, successfully consolidated and submitted comprehensive inputs to the Ministry of Interior regarding amendments to 16 specific articles of the Law on Associations and NGOs (LANGO). Additionally, CCC and the Finance Working Group submitted 7 specific articles addressing obligations of non-profit entities under the Law on Accounting and Auditing to the Accounting and Auditing Regulator (ACAR) for review. CCC also led advocacy efforts through the Digital Rights Working Group (DRWG), providing input on 18 articles of the draft Cybercrime Law to the Ministry of Interior.



## CSOs' Inputs on Policies are Addressed

The SP4ALL coalition, a CSO-led network, successfully advocated for gender-transformative social protection systems, providing inputs to the National Social Protection Council (NSPC) and the National Social Security Fund (NSSF), resulting in piloting of a healthcare service for self-employed individuals by NSSF in 2024 and the government's launch of the Roadmap for Universal Health Coverage 2024-2035 and digitalization strategies.



The government's recognition of CSO input also extended to addressing digital inclusion and data privacy concerns, following the Digital Rights Working Group (DRWG) feedback on the Strategic Plan for Digital Development 2024-2028 and the National Strategy on Digitalization in Social Protection Framework 2024-2028.



# CSOs' Inputs on Legal Frameworks and Policies Related to Business and Due Diligence are Addressed

The National Dialogue on Worker and Farmer Protections in Rubber and Banana Value Chains, coordinated by CCC, provided platform effective in addressing labor rights issues, with 78% (7 out of 9) of workers' key demands successfully resolved by companies, including ensuring overtime pay for work on holidays or public holidays, registering workers with the National Social Security Fund (NSSF), respecting workers' weekly leave according to labor laws, providing safety equipment for workers, supplying medical and first aid materials at workplaces, establishing childcare centers for workers' children, and eliminating discrimination against union members and pregnant workers.



CCC's effort in building capacity of CSOs to understand and engage in Environmental, Social, and Governance (ESG) practices, resulted in the development of a policy brief and key recommendations, which were validated during a consultative workshop with 31 participants from CSOs, government ministries, and private sector actors.



# Strengthening CSO Network

**សូមស្វាគមន៍**  
**ពិធីបុរេហត្ថលេខាផ្តួចការ**  
**គណៈកម្មាធិការសហប្រតិបត្តិការដើម្បីកម្ពុជា**  
**និងបណ្តាញអង្គការមិនមែនរដ្ឋាភិបាលថ្នាក់ខេត្ត**



ទស្សនវិស័យ  
VISION  
ការគោរពខ្ពស់ប្រកបដោយ  
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សម្រាប់ប្រទេសកម្ពុជា  
Sustainable and Democratic  
Development for  
Cambodia  
fb.com\CCCSince1990  
@CCC\_Cambodia  
www.ccc-cambodia.org

# orks and Representation

## Welcome to Official Signing Ceremony Cooperation Committee for Cambodia and Provincial NGO Networks

Under Project Phase III:

Strengthening Civil Society for Democratic  
Sustainable Development in Cambodia

15 24



## CSO Networks Actively Engaged

Through CCC facilitation, including the support on 7 pre-meetings for provincial networks, technical and financial assistance for the preparation and collection of quality inputs, facilitation on 23 quarterly meetings among 10 networks, eight CSO networks actively participated in multi-stakeholder platforms, including Provincial Partnership Dialogues (PPDs), inter-ministerial meetings for the National Strategic Development Plan (NSDP) 2024-2028, Cambodian Sustainable Development Goals (CSDGs), Social Accountability (SA), and partnership meetings with the General Department of Taxation (GDT).



Other multi-stakeholder platforms such as Annual General Meeting (AGM), bi-monthly meetings and INGOs meetings, CCC conducted or facilitated, have allowed CSOs to address critical issues, including compliance with the Law on Associations and Non-Governmental Organizations (LANGO), taxation, and organizational registration. The platforms have collectively engaged over 400 participants, fostering collaboration among CCC members for collective actions to address the issues and providing capacity building on compliance with the laws to CCC members.

## ed with Multi-Stakeholder Platforms



In 2024, CCC has conducted four bi-monthly meetings, involving 266 participants (107 women), covering the topic on 1) effective advocacy and legal compliance, 2) CSO funding landscape, 3) the concept of Environmental, Social, and Governance (ESG), 4) guidelines of bylaws development and the closing of NGO to comply with the laws, and 5) NGOs jumping in social enterprises. Through bi-monthly meeting, CCC can link the CCC member's issues to closer the focal point Mol who is responsible for NGO's registration and operation. The connection between CCC's members and the focal point Mol was built gradually, and some issues were addressed through good connection.



## CSO Networks Raised Collective Inputs to

Most of the CSOs' challenges were addressed under the active and good coordination of CCC with the government. At the national level, CCC coordinated CSOs' engagement in the 6th Partnership Forum held on December 11, 2024, with the Ministry of Interior (MoI). Leading up to the forum, CCC collected and consolidated inputs from CSOs through consultation workshops and online submissions. These inputs highlighted challenges and recommendations across five major areas, including legal registration, rights and obligations, and administrative cooperation. Although not all issues were resolved, the MoI acknowledged the importance of the inputs, addressed some during the forum, and committed to further discussions in inter-ministerial meetings.



## the Government and Other Stakeholders

Some CSOs' challenges were addressed at the sub-national level under the active and good coordination of provincial networks that got the capacity building and support from CCC's intervention. Partnership dialogues at the sub-national level becomes effective mechanism between CSOs and provincial governors to discuss and find out the solution together. This platform does not only share the CSOs challenges to operate their activities but also domestic issues happen at the sub-national. At the sub-national level, the PPDs were held in 7 provinces (Battambang, Siem Reap, Ratanakiri, Kamptot, Koh Kong, MundulKiri, and Pursat) and involved 1,337 participants (256 women). These dialogues enabled CSOs to raise 79 challenges, of which 50 were addressed, while 29 were under review. Issues raised included education disparities, infrastructure concerns, child protection, drug use, and environmental degradation. The provincial governors and CSOs still have high commitment to work together as a partnership to address the domestic issues especially the CSOs operation and challenges.



# CCC as a Resource Hub for CSOs at t



# The National and Sub-National Level



## CCC as the Largest Membership-based Organization

CCC also maintained its position as Cambodia's largest membership based CSO network, with around 200 active members by the end of 2024. Membership is equally distributed between domestic and foreign NGOs, supported by 105 volunteers contributing expertise as part of technical working groups.



At sub-national level, CCC signed official Memorandum of Understanding (MoUs) with 16 networks on February 15, 2024. These agreements outlined three key dimensions for continued partnership: capacity development, resource mobilization, and strengthening the collective voice of CSOs.

CCC provided technical support to enhance the functionality of resource hubs at the sub-national level to five provincial NGO networks: Siem Reap, Battambang, Banteay Meanchey, Ratanakiri, and Kampot. Membership fees adopted by provincial NGO networks, such as those in Battambang and Siem Reap, improved financial sustainability, and enabled the delivery of localized services and support.



## CCC Information Hub

818,300 users have accessed to its publications and information platforms, including 30,000 users accessing CCC's website and 788,300 engaging with its Facebook page. CCC also distributed 179 copies of the Member Handbook, 129 copies of the Survey of Salary and Benefits, 148 Annual Reports, and 149 Peace-Building Books in 2024.

The addition of LinkedIn as a fifth social media platform in 2024, alongside Facebook, YouTube, Twitter, and Telegram, further expanded CCC's outreach. Regular updates, announcements, and engagement activities across these platforms strengthened CCC's position as a trusted information source.



## CSOs that Accessed Resource Hubs Enhanced Their Program Delivery

CCC members strengthened their capacity on financial management, human resource management, and monitoring and evaluation, and implement their programs effectively through participating in the eight times of four type learning forums.

In 2024, CSOs raised over \$40,000 USD through local fundraising initiatives coordinated by CCC's training, helping them diversify funding sources as overseas development aid (ODA) declines. By the end of 2024, 98% of CSOs that accessed CCC's resource hubs reported enhanced program delivery, compliance with legal requirements, and operational efficiency.



# Capacity Building for CSOs



**The 34<sup>th</sup> ICT Learning Forum**

Digital Literacy and Landscape of Cambodia's Digital Law

**The Deadline of Registration is on 12<sup>th</sup> December 2024 at 4:00PM.**

Contact Person: Ms. Rosang Rainsy  
rainsy.rosang@ccc-cambodia.org  
(877 73 99 11 (Telegram))

Participants will be able:

- To share research findings on digital literacy in Cambodia
- To present and discuss the key landscape of Cambodia's digital law in Cambodia

| For CCC Members  | Non-CCC Members   |
|--|---|
| 2 seats are free per NGO. The fee will be charged USD 250 per person/NGO. If there is more than 2. | Non-member will be charged 250 for physical join. If the seat is available. |
| 2 seats are free per NGO. The fee will be charged USD 100 per person/NGO. If there is more than 2. | Non-member will be charged 250 for online join. If the seat is available.   |

**The 33<sup>rd</sup> Finance Learning Forum**

"How to prepare for Auditing"

**The Deadline of Registration is on 29 September 2024 at 4PM.**

Contact Person: Ms. Rosang Rainsy  
rainsy.rosang@ccc-cambodia.org  
(877 73 99 11 (Telegram))

Participants will be able:

- To Understand the requirements documents from auditing
- To be ready before the audit period
- To understand more on how to response to the audit finding/challenging
- To give more ideas on how to read the audit's opinion

| For CCC Members  | Non-CCC Members  |
|--|--|
| 1 seat is free per NGO for physical join. (USD 100 per person/NGO. If there is more than 1.) | Non-member will be charged 250 for physical join. (If the seat is available) |
| 2 seats are free per NGO for online join. (USD 100 per person/NGO. If there is more than 2.) | Non-member will be charged 250 for online join.                              |

The members of CCC enhanced their internal systems in the learning forums and key events hosted by CCC. The learning forums focusing on critical topics such as financial management, information communication and technology sessions engaged over 571 participants (57% women).



CCC's Civil Peace Service (CPS) Project trained 100 women, from 10 member organizations. These women are active in the Philippines, Thailand, Myanmar, South Korea and conflict resolution.



At sub-national level, CCC facilitated two training sessions on resource mobilization were conducted for 43 provincial CSO networks with the skills to develop and implement business plans aligned with their goals and missions. Additionally, CCC supported provincial NGO networks, providing technical support and the preparation of provincial partnership documents.

Based on the Annual GHP online survey, 70% of CSOs have strong capacity to deliver their program to beneficiaries.

# at National and Sub-National

**The 33<sup>rd</sup> Monitoring & Evaluation Learning Forum**

**How to conduct Internal Baseline Study**

**The Deadline for Registration is on 13 September 2024 at 4PM.**

Contact Person: Mr. Roeng Rainsy  
rainsy.roeng@ccc-cambodia.org  
077 73 96 11 (Telegram)

Participants will be able to:

- To Understand about the Process of Baseline Study
- To Develop Questionnaires for Baseline Study
- To Understand on Data Collection Process

| CCC Member   | Non-CCC Member   |
|--|--|
| 2 seats are free per 1000 for physical join (1000 USD per person/Person, if there is more than 2). | Non-member will be charged 500 for physical join (if the seat is available). |
| 2 seats are free per 1000 for online join (1000 USD per person/Person, if there is more than 2).   | Non-member will be charged 200 for online join (if the seat is available).   |



System and practices through actively participating by CCC. Throughout the year, CCC hosted eight as monitoring and evaluation (M&E), financial technology (ICT), and human resources. These women; 43% men) from 200 organizations.

and engaged 320 participants, including 171 activities included collaborations with partners Korea, and Vietnam, focusing on peacebuilding



ing sessions on strategic plan development and participants (13 females). These sessions equipped implement strategic and resource mobilization Additionally, CCC facilitated seven meetings with support for the implementation of strategic plans analogues (PPDs).

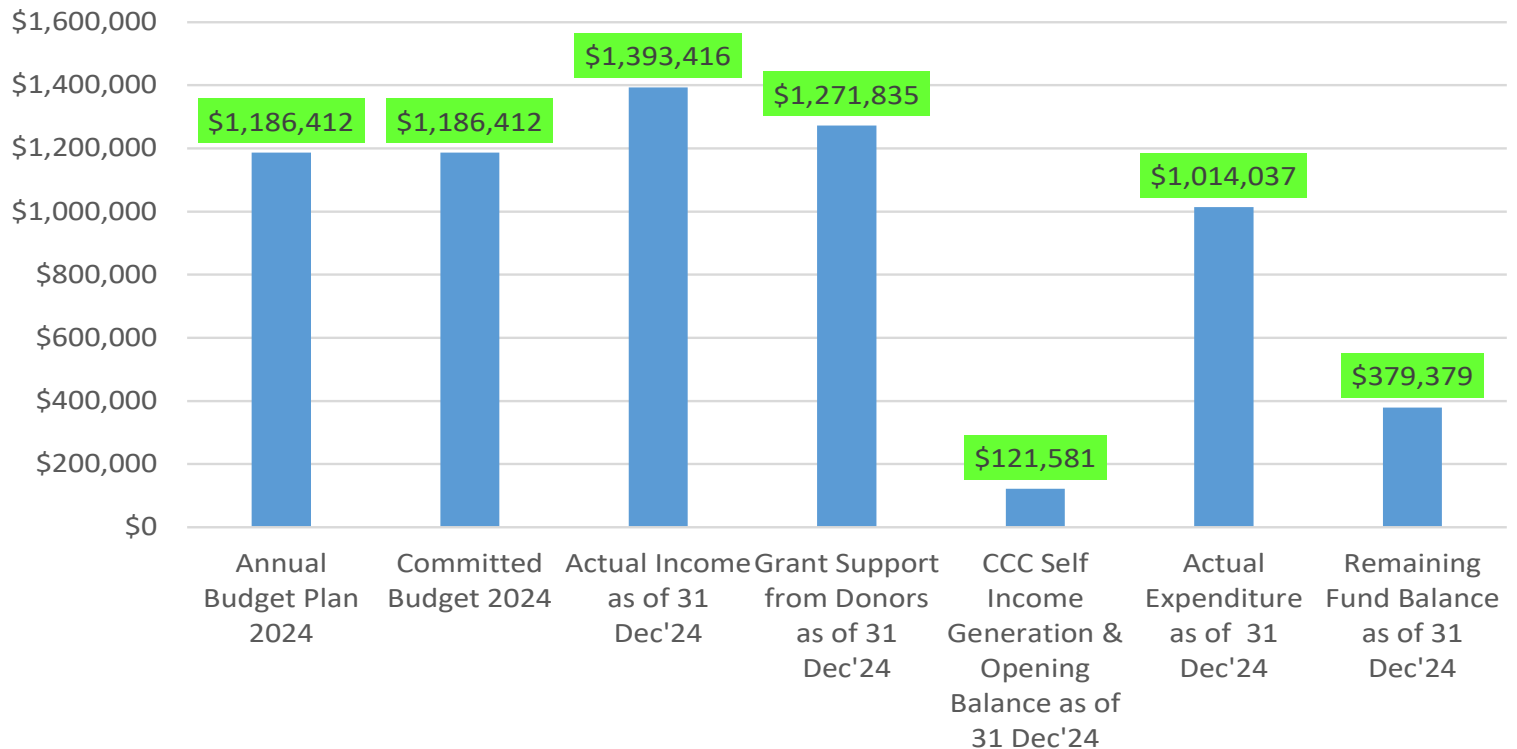
f respondents expressed that their organization the target areas and target groups effectively.



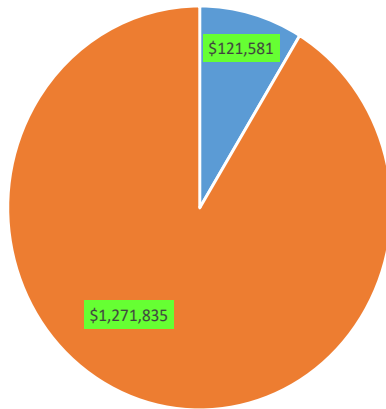
# Financial Management

In 2024, CCC strengthened its role as a national resource hub for Cambodian CSOs by generating a total income of USD 1,393,416 surpassing its original annual target of USD 1,050,000 and achieving 133% of the target. This funding included USD 1,271,835 (91%) from donor contributions and USD 121,581 (9%) from member fees and other sources. However, the total actual expenditure was USD 1,014,037 (73%) of the total generated incomes in 2024, so the remaining amounts will be carried forward to next year implementation.

**Comparison of actual expenditure vs annual budget plan, committed fund, actual income, grant support from donors as of 31 Dec'24**



Actual Income as of Dec'24=\$ 1,386,872



■ CCC Self Income Generation 2024 ■ Grant Support from Donors and Opening balance 2023

CCC received funds from donors and self-generated income of USD 1,386,872 at the end of December 2024.

The fund that CCC has earned from donors is USD 1,271,835 and its own income is USD 121,581 (which includes the membership fee of USD 94,522.02) and trainings such as Learning Forum, DNH, HID, LFR, and so on.

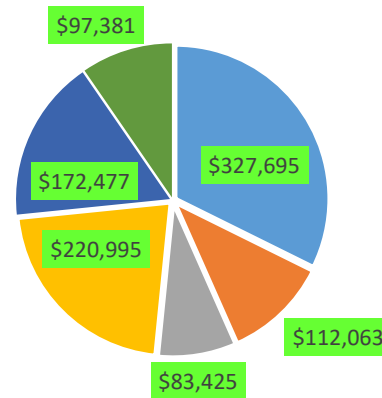
The actual expenditure is \$1,014,037. It was allocated into three main objectives of the GHP.

- 11% to objective 1
- 8% to objective 2
- 22% to objective 3

Other expenditure include:

- 32% for salary & benefits to program staff
- 17% for salary & benefits to support staff
- 10% for operation cost

Actual Expenditure as of 31 Dec'24  
=\$ 1,014,037



■ Salary & Benefits for program staff ■ Objective 1  
 ■ Objective 2 ■ Objective 3  
 ■ Salary & Benefits for support staff ■ Admin Operations Costs

# CCC Executive Committee (EXCOM)



**MR. KENG BUNCHHOEUTH**  
Regional Manager for Asia  
ERIKS Development Partner  
Chair



**Mr. HONG REAKSMEY**  
Country Director  
Save the Children International Cambodia  
Member at Large



**Mr. BILLY GORTER**  
Executive Director  
This Life Organization  
Member at Large



**Ms. ONN SOKNNY**  
Country Director  
Epic Arts  
Member at Large

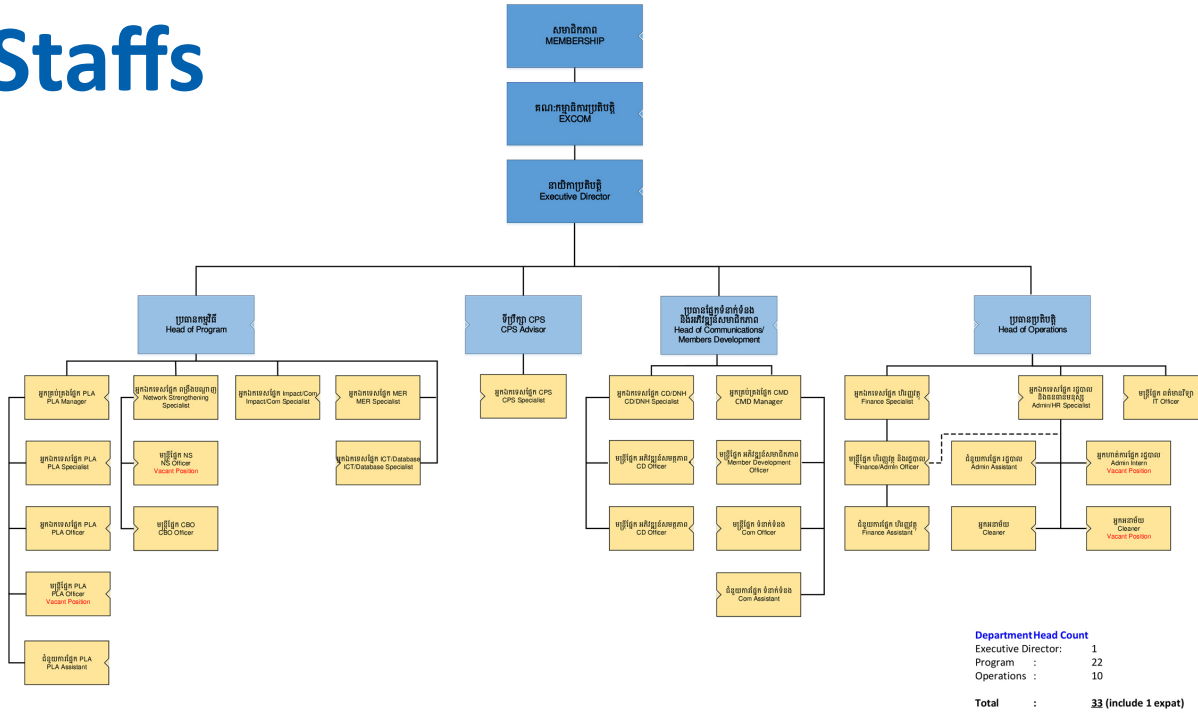


**Mr. CHAN PHEAKDEY**  
Country Representative  
Caritas Australia  
Member at Large



**MR. TUM VIRA**  
Executive Director  
HelpAge Cambodia  
Treasurer

# CCC Staffs



**Department Head Count**

|                      |                             |
|----------------------|-----------------------------|
| Executive Director : | 1                           |
| Program :            | 22                          |
| Operations :         | 10                          |
| <b>Total :</b>       | <b>33 (include 1 expat)</b> |



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# Our Donors

(as of 2024)

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# Our Partners

(as of 2024)







Partners, Networks, Members and Other  
Mandate. We Really Appreciate It!





## Cooperation Committee for Cambodia (CCC)



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