

ANNUAL REPORT 2018

*“Partnerships for Sustainable
Development in Cambodia.”*





February 2019

Author: *Ms. SIN Putheary*
Editors: *Mr. SOEUNG Saroeun, Ms. EL Sotheary, Mr. KHORN Bunthong*
Graphic design: *Mr. CHHOUK Phalputhiridh*

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House 9-11, Street 476
Sangkat Toul Tumpoung 1,
Khan Chamkamorn, P.O Box 885
Phnom Penh, Cambodia

Tel: +855 (0)23 214 152
Fax: +855 (0)23 216 009
Email: info@ccc-cambodia.org
Website: www.ccc-cambodia.org

About CCC: The Cooperation Committee for Cambodia (CCC) is a leading membership organization with nearly 170 Local and International Non-Governmental Organizations (NGOs) in Cambodia. CCC has been playing a unique role since 1990 as an enabling agent to facilitate Civil Society Organizations (CSOs) to collectively, responsibly and accountably work together for good governance, enabling environment and sustainability of CSOs in Cambodia.

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CONTENTS

<i>Message from CCC ExCom and Executive Director</i>	4	<i>Member Corners</i>	27
<i>CCC Vision, Mission, Goal and Values</i>	6	<i>CCC 2019 Outlook</i>	29
<i>Key Targets 2018</i>	7	<i>Testimonial</i>	31
<i>Governance & Professional Practice of CSO</i> <i>(Adjustment to the new development trends)</i>	11	<i>Financial Summary</i>	32
<i>Holistic Institutional Capacity Development</i>	17	<i>Executive Committee 2018</i>	33
<i>Do No Harm Approach</i>	19	<i>Staff Status 2018</i>	34
<i>Enabling Environment for CSO</i> <i>(Legal Compliance Era & How to maximize the space)</i>	21	<i>Summary of Services, Events & Data</i>	36
<i>Multi-stakeholder Partnership</i>	23	<i>Members List 2018</i>	38
		<i>CCC Partners and Donors 2019</i>	41



Message From CCC Excom

After the 23rd October 1991 Paris Peace Agreement, the role of Civil Society Organizations has been greatly acknowledged, especially for the contribution of this sector to solve development issues in local, national and global levels.

In three decades, Non-governmental organizations and associations have made significant contribution to the development of Cambodia by injecting the total annual budget of approximately USD 500 Million to USD 700 Million that improve livelihood of the marginalized people living under poverty, especially vulnerable women, children, youth and almost all general Cambodian citizens.

These contributions are including:

1. Responsiveness to natural disaster, epidemic and reduction of HIV/AIDS to lowest rate possible.
2. Contribution to strengthening public services such as education, health and rural development.
3. Promotion of democracy and human rights, and empowering citizens in order for them to actively participate in policies and decisions making process and implementation, such as social accountability framework.
4. Providing human capital development to citizens, local authorities and also government officials.
5. Participation in reforms and implementation of national law and policy.
6. Improvement in livelihood of the marginalized people living in rural area.
7. Natural Resource Management.
8. Advocacy and dialogue in relevant policy.

On behalf of CCC Excom, I would like to sincerely thank to CCC members, partners, working group members, and provincial NGO network who kindly contribute to the development of society through supporting vision and mission of CCC within nearly three decades regarding shrinking civic space and political and economical climates. I believe the committment are the valuable assets to move society to be a better place in this digital age.

and Executive Director

2018 was a critical year as a lot of pressing issues arose and had impact on the visibility, operations, and sustainability of CSO. There were challenges in capacity for legal compliance, for striking the right balance between citizens' demands and the political climate, financial shortage for many forms of CSO, lack of cooperation and trust within the sector and between the sector, government, and other stakeholders.

Based on its mission and Governance Hub Program (GHP) 2017-2021 and operational plan 2018, CCC provided a lot of benefits to its members, CSOs and other related stakeholders. Just to highlight some:

1) Regained space back gradually for civil society as there were dozens of commitments at policy and operational levels in place. The removal of the 3-day prior notification by CSOs to the local authorities before conducting the event at the field. The October circular strongly instructed all government ministries and institutions to consult with their stakeholders, including civil society within the legislation/policy development process. The Ministry of Interior (MoI) and Ministry of Foreign Affairs and International Cooperation (MoFA/IC) committed to have these partnership meetings every six months. MoI organized two partnership dialogue between the government and civil society at both the national in June 2018 and January 2019 and twelve recommendations/key asks from civil

society were positively responded and taken into account by MoI. MoFA/IC organized a partnership meeting with foreign NGOs on 29 January 2019. General Tax Department has facilitated to provide incentive for CSOs to register for tax number and pay tax without retroactive punishment.

2) CCC members, provincial NGO networks (including 15 signed MoU) and partners increased their capacity on legal compliance, good governance, Do-No-Harm and conflict management, advocacy, and diversification of resources to support their operations.

3) A number of research studies were conducted and their results are useful for supporting CSOs to rethink, re-strategize, and re-program for better resilience and sustainability.

4) Governance and Professional Practice (GPP) and CBO practical guideline and training manual have been recognized as the flagship to facilitate good governance and sustainability of the NGOs and CBOs.

5) Increased 20 new members, added up to 168 by the end of 2018 and they all were very active in contributing to sustainable and democratic development of Cambodia.

6) Significantly influenced key policies such the SDG localization, National Strategic Development Plan, Implementation of Social Accountability Framework (ISAF) and Implementation Program (IP3) of Democratic Development of NSDD.

7) CCC is the Vice Chair of Forus - international



platform for CSOs, the Co-chair of Asia Development Alliance (ADA), the steering committee for Asia Democracy Network (ADN), and national focal point of Civil Society Partnership for Development Effectiveness (CPDE), and many other networks. Joining these networks, voice of civil society organizations in Cambodia has been heard and gained international solidarity support in promoting civic space and implementation of SDGs in Cambodia.

I would like to express my heartfelt thanks and appreciation to CCC members, all funding partners, development partners, UN Agencies, all concerned government ministries, CCC Excom, Management, staff members, and many others for their continuous support to CCC mandates and its key program in 2018 and beyond.

For 2019, CCC continues to deliver quality services to meet your needs, especially for legal compliance, income diversification, internal governance, and inclusive partnerships.

A handwritten signature in blue ink, appearing to read 'Soeung Saroeun', with a long horizontal stroke extending to the left.

Mr. Soeung Saroeun
Executive Director



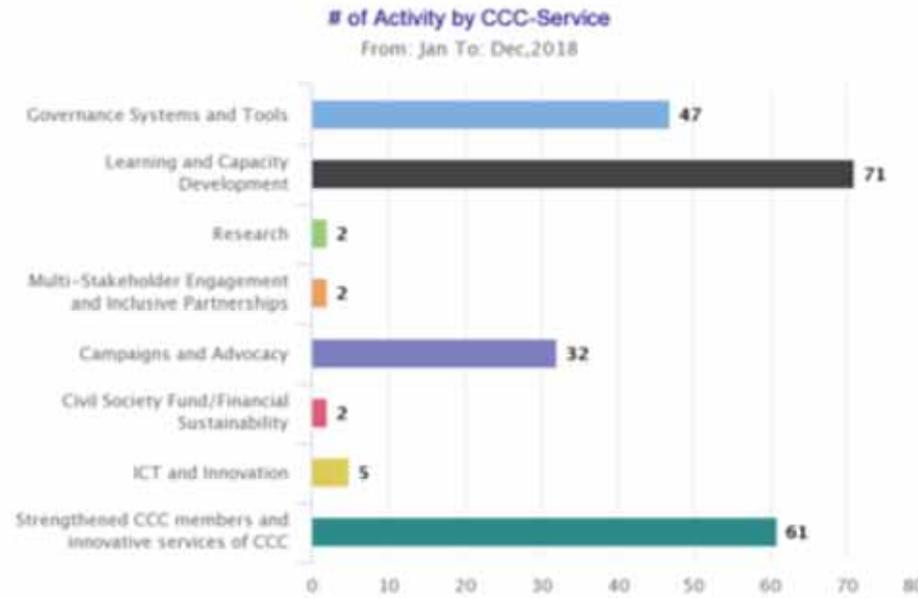
Achievement

Highlights

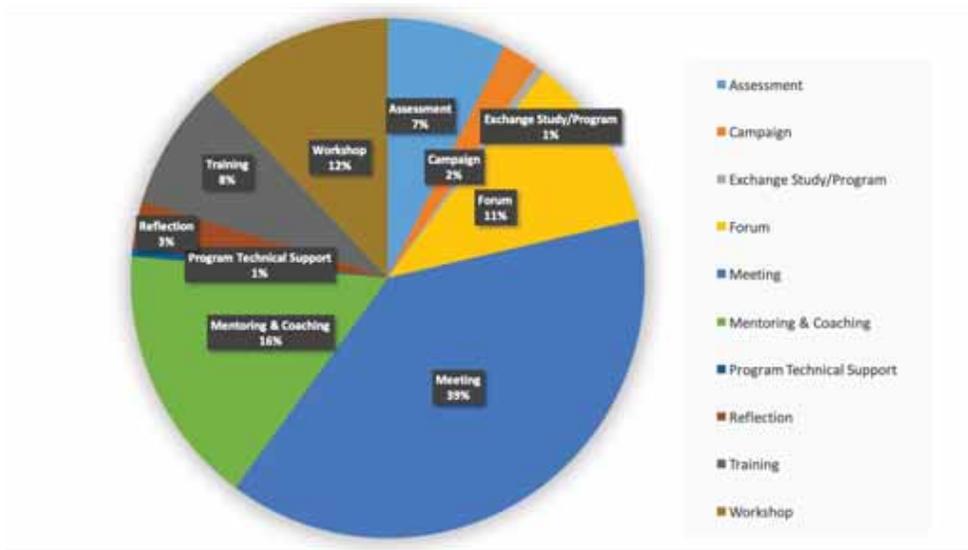
2018 is marked as the second year for the implementation of phase 3 Governance Hub Program (GHP 2017-2021) of the Cooperation Committee for Cambodia (CCC). According to the Operational Plan 2018, the interventions proposed through the GHP contained 3 program objectives, 12 expected outputs/results, 39 key activities, and 209 detail activities. To carry out those interventions, the total budget of USD 1,253,359 was proposed while the amount of 1,035,964 was spent in reality.

CCC has used its System for Results and Impacts (SRI) tool to record, analyze and report all activities implemented by CCC throughout the year, as well as the results generated from those interventions. In general, CCC managed to implement most of the activities as planned. 165 out of 210 planned activities were implemented within the year while 16 unplan activities have been implemented. In terms of event, in 2018, CCC organized 174 events with 5,103 participants (1,994 women) that were ranging from various CSOs, government, private sector, and development partner.

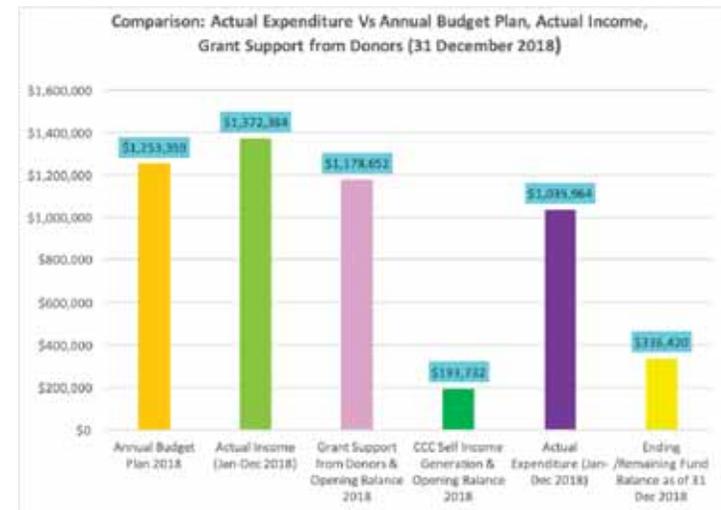
In summary, interventions of CCC have touched and turned into benefits for different target groups. Through the direct engagement, CCC has worked with 181 NGOs from CCC members (622 staffs), 229 NGOs from the provincial NGO networks (174 staffs and 27 female), 132 NGOs from non CCC members, and 90 CBOs. Through the indirect engagement, CCC has worked with 11 NGOs as non CCC members (14 staffs and 5 women), 34 government officials from local governors & line ministries, 31 government officials (10 women) from commune/ district/ provincial councilors, 48 companies/corporations from private sector, and 66 development partners as partners of CCC who were from the program target areas.



MAJOR EVENT SUMMARY



FINANCIAL SUMMARY



Governance & Professional Practices of NGO





Governance and Professional Practices (GPP): Adjustment to the New Development Trends

Within twelve years of strengthening governance and professional practices of civil society, GPP becomes a unique certification system, and has been considered as the champion in promoting governance. The successful applications who are able to fulfill the requirements of six headings, 25 standards, 65 guidelines, and 71 indicators have been awarded GPP certificates.

At least 92 certificates have been provided to qualified NGOs by the end of 2018, and more than 235 applications are in the assessment process. NGO Code Compliance Committee (NCCC) and Working Group are working hard to provide recommendations to applicant NGOs in order to strengthen institutional governance, accountability, and quality of the program.



To adjust to the new development trend, the revision of GPP modality has been studied by the independent consultant. The result particularly focuses on five areas: accessibility, flexibility, program effectiveness, cost efficiency, and ownership. The sustainability of future GPP certification system will depend on collective commitment, capacity, and capital of civil society organizations.

Case Study:

PEPY: From an Applicant to a Certified NGO

Promoting Education, emPowering Youth (PEPY) is a Cambodia-based education, youth-leadership and non-profit organization. Since its inception, PEPY has had faced many challenges. These included the lack of appropriate policies for the entire operations of the organization. As a result, during that time PEPY was unclear about their future direction of where the organization is heading; BoD, Management Team (MT) and staff seemed having less commitment for the organization; and the daily operation of PEPY was not well cooperated and managed.

After having connection with Cooperation Committee for Cambodia (CCC) through registering as a membership in 2013 and attending in some events organized by CCC, PEPY team realized that in order to improve the weak points, registration to get certificate from Governance and Professional Practices (GPP) team would be the best option.

PEPY is very interested in the GPP system due to its acknowledge of the importance of the quality of the organization. Also, the certificate could help promote and build the credibility of the organization to the public, especially donor agencies and beneficiaries. More importantly, throughout the processes of applying for the certificate, intensifying the capacity of the organization to match the professional standards is the best asset which PEPY wants. Before approaching to GPP, PEPY had prepared many required documents for registration as a GPP applicant NGO as well as informed to the BoD and staff to be aware of it. Then, PEPY was ready to make application on 7 December 2015. During the processes of the application, PEPY fulfilled all GPP rigorous standards and requirements which made PEPY perceived that it was not an easy job. It consumed a lot of time and demanded high effort from all levels of staff (BoD, MT, ordinary staff) to carefully accomplish all processes as well as to advance the entity to meet the GPP standards. However, PEPY had dedicated itself to become a certified NGO. Eventually, PEPY was officially awarded the GPP certificate which is valid from 05 October 2018 to 04 October 2021. This is because PEPY was highly committed to the excellent, allocated the appropriate time, requested the support from CCC, and adapted all standards of GPP thoroughly.

After receiving the certificate, PEPY significantly improves the internal practices as well as becomes a better local good governance NGO. PEPY regularly organizes the meetings with BoD, management team and staff members to review the performances,



policies, roles and responsibilities, important decision-making, and to refresh and deeply understand about each content of the policies. Consequently, BoD members are more active in implementing their roles and responsibility. They are able to do a better job and know what to do more for the organization. In addition, the staff are more confident with and excited about showing PEPY to outsiders as well as implementing their jobs more effectively. The management team also believes that getting GPP certificate would also help attract qualified candidates in the future recruitment. Interestingly, donors are happy to see that PEPY becomes a certified NGO, and they are actively promoting PEPY to other potential donors.

PEPY, a dynamic GPP certified NGO who works to empower the rural youth, has strongly committed to strengthen the good governance and professional practices standards within its own organization as well as to be a good role model for other NGOs. PEPY wants to see more NGOs to be interested in registering with the GPP system. Additionally, the PEPY's Executive Director also stated that "If the organizations in Cambodia want their own entities to be a good quality and meet the good governance standards, I would highly recommend those NGOs register for the GPP certificate. Actually, the benefits from becoming a certified NGO is much more valuable than just a letter of the certificate. You don't need to spend much money but in return you will get a golden opportunity to enhance your organization from the support of an experienced and professional team."

Global Standard for CSO Accountability

2018 thematic discussion of Global Standard is “Dynamic Accountability”. The Global Standard for CSO Accountability has been launched at the International Civil Society Week in Fiji. CCC is one of the eight countries from four continents, to make this happened.

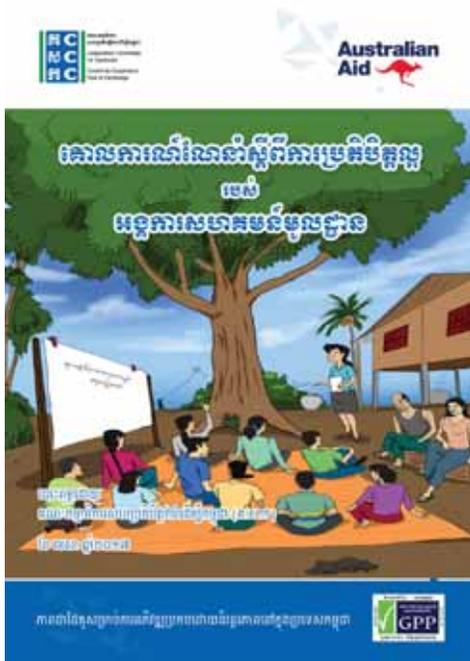
The set of standards will assist CSOs in the world to 1) creates dialogues with people and builds trust: by emphasizing a dynamic approach to accountability which puts stakeholder feedback centre stages.

2) aligns civil society accountability globally: by defining key principles and practices of good CSOs accountability used around the world.

3) strengthens existing frameworks and standards: by proving an ambitious benchmark and practical guidance on how to work towards it.



4) Supports as a strong CSO voice in times of shrinking civic space: by allowing for comparable communication on where we contribute, how we do it and how to hold us to account.



Community Based Organizations (CBOs)

Based on report of Oxfam 2014, around 25,000 CBOs existed in Cambodia, and they were playing critical roles in contributing to socio-economic development at their community level and beyond.

In supporting their roles, the guideline on CBO governance and sustainability, the materials for CBO training of facilitator including animation video and book stands have been produced with great participation from CBO, provincial networks, CCC members, and especially CBO Working Group.

The guideline is expected to fulfill the need of CBO and provincial networks to actively participate in addressing legal compliance, natural resource management, social issues, institutional sustainability, and other development trends. Implementing the guideline properly will support CBO to be stronger in term of structure, transparency, and accountability to their constituencies.

Policy Development: Civil Society Organization Sustainability Index (CSOSI) Research for Asia 2017

There were various kind of researches recommended by Research Advisory Board and the need assessment from the partners and networks successfully conducted. Those include Capacity Need Assessment on Holistic Institution Development for NGOs, Capacity Need Assessment for CBOs, and Business Plan for CCC.

Additionally, the study on impact and revision of the GPP system, Enabling environment and multi-stakeholder partnership for CSOs, Public image of CSOs, Civil Society Roadmap are on progress, and to be finalized by early 2019.

Although there are some critical questions on how to approach results from the researches to the right audience, the finding are an important source of information on the direction of development trend which are beneficial to CSOs, and other stakeholders.



Closing Civic Space, Security Developments, and Humanitarian Disasters are factors affected Civil Society in the region.

During 2017, more than half of the assessed countries, Bangladesh, Cambodia, Pakistan, the Philippines, and Sri Lanka, reported overall deterioration in CSO sustainability. Many of the score changes were results of heightened government harassment and declines in foreign funding. Cambodian CSO sustainability is closed to the impeded status which requires more efforts and investment.

2017 ASIA SCORES

■ Sustainability Enhanced
 ■ Sustainability Evolving
 ■ Sustainability Impeded

Country	CSO Sustainability	Legal Environment	Organizational Capacity	Financial Viability	Advocacy	Service Provision	Sectoral Infrastructure	Public Image
Bangladesh	3.7	4.5	3.2	4.3	3.5	3.2	3.6	3.6
Burma	4.6	4.6	4.3	5.1	4.3	4.2	4.4	5.1
Cambodia	4.5	4.9	3.9	5.2	4.7	4.2	4.3	4.3
Indonesia	4.0	4.4	3.8	4.5	3.4	3.8	4.2	4.2
Nepal	4.3	4.2	4.4	4.6	3.9	4.2	4.4	4.5
Pakistan	4.2	4.5	4.3	4.5	4.0	3.6	4.3	4.0
The Philippines	3.4	3.5	3.4	4.0	3.5	2.9	2.9	3.4
Sri Lanka	4.6	4.2	4.6	5.3	4.1	4.4	4.8	4.5
Thailand	4.7	5.1	4.1	5.1	4.8	4.4	4.7	4.9



Localization of Sustainable Development Goals

CCC continues to be focal organization in supporting civil organizations, partners and local government in the localization of Sustainable Development Goals (SDGs) in Cambodia. In General, CCC plays role to facilitate a CSO Working Group on Leave No One Behind for SDGs, to sensitize CCC members, non-members and the public about SDGs, to capacitate members and non-members to mainstream some related SDGs into their program, to coordinate and advocate for financial support for implementation of SDGs, and to monitor the implementation of SDGs. In specific, CCC will focus on two main SDGs, SDG#16 (Peaceful, Just and Inclusive Society, Transparent and Accountable Institution, Human Rights and Democracy) and SDG#17 (Means of implementation and inclusive partnership) as these are the foundation for achieving other SDGs.

SUSTAINABLE DEVELOPMENT GOALS



Holistic Institutional Capacity Development



CCC is a house for capacity development through Holistic Capacity development approach that has been designed to strengthen Organizational Development, Effective Program Management including Do No Harm, and Resource Mobilization.



More than 100 experts who are from civil society and the government voluntarily joined the different working groups to support various learning forum, initiatives, and reflection meetings of CCC. Their participation made significant impact to capacity of participants in improving their organizational practices and quality of services to their constituencies.

Throughout monitoring system of CCC, more than 5,000 participants actively attended various

kind of forum including Human Resource Management (HRM), Financial Management (FM), Information Communication and Technology (ICT), Monitoring and Evaluation (M&E), and other reflection workshops.

Five organizations joined the pilot of ICT project on Monitoring and Evaluation System. They provided feedbacks and critical comments to improve M&E system for the next version.



Social Media Guideline Version 2 has been published and shared to partners and provincial networks. Results of the pre and post assessment with 200 participants, Social Media Guideline version 2 caught the attention of users on privacy and security Online.

More than 100 participants said they are aware of and improved their security and privacy online while using social media. Ten of 60 video trainees captured photos and video on phone for their work purpose. All the trainees were able to produce promotional video for the agricultural community products and posting it on their social media.



Do-No-Harm Approach



Do No Harm (DNH) approach provided positive changes for trained NGOs, and around 40 percent of them have integrated DNH into their project implementation. About 240 trainees (100 female) from 71 organizations were trained on DNH concept for two days. Throughout the evaluation, all participants are able to analyze dividers and connectors.

Within 2018, DNH Cambodia Team (19 members/11 are female) were able to raise awareness on DNH and Conflict Sensitivity to nearly 500 people of 200 organization across the country. Although DNH concept is quite new to Cambodia context, partners, members, and donors of CCC realized the positive impact of DNH in Aid Development.



Enabling Environment for Civil Society Organizations



After joined efforts and strong collaboration among CCC members, provincial NGO networks, and partners, it seemed that the space of civil society regained back gradually. This enables many forms of civil society to exercise their rights as development actors. Just to notice four significant progresses regarding the enabling environment for civil society in 2018.



First, the removal of three day notification requirement from Ministry of Interior regarding the implementation of NGOs activity at the national and sub-national level.

Second, there is the positive response from the government on reactivation of Inter-Ministerial working groups who will directly handle the issues facing civil society.

Third is the acknowledgment of the government to include all stakeholders in the legislation process.

Last but not least, the regular dialogue between civil society and the government at the national and sub-national levels.

Experiencing law enforcement in 2018, around 2,000 members, partners of CCC participated in nearly 80 meetings, workshops, and forums across the country. Throughout member survey, at least 90 members of CCC appreciated that they received better knowledge and support for legal compliance on LANGO, Taxation, National Social Security Fund (NSSF), other related laws.



Multi-Stakeholder Partnership



Inclusive Partnership for Development

After several months of request to Ministry of Economy and Finance (MoEF), CCC become co-chair with General Department of Taxation (GDT) on the government- CSO taxation working group to address the technical aspect of taxation. This advantage will bring other 14 members of civil society to seat together with GDT to deeply discuss and propose better solution to the existing gaps of taxation. Number of circulars issued by MoEF aiming at encouraging member of civil society organizations to comply with the law by providing awareness support, and incentives for those who register for tax identification number from GDT before ending of 2018 without retroactive punishment.



A Memorandum of Understanding (MoU) with Ministry of Interior (MoI) has been signed to conduct the CSO census aiming to improve existing NGO database and also for better cooperation between NGOs and Government in the future.

With the collaboration with Ministry of Planning, CCC engaged and facilitated a working group of CSO on “Leaving No One Behind” for Sustainable Development Goals (SDGs). In this platform, CSOs were able to provide inputs and influence localization of SDGs into Cambodian SDGs.

Being a member of Partnership Steering Committee of Implementation of Social Accountability Framework (ISAF), CCC is able to promote discussion on inclusive space at all levels.

To ensure the up to date information of civil society organization and to promote inclusive partnership for development, CCC has established regular dialogue with all stakeholders including the EU, UN, and other development partners.



CCC Engagement in Regional and International Platforms



A campaign and various consultation workshops to raise awareness and to engage in localization of Sustainable Development Goals (SDGs) were conducted widely. Inputs from this campaign were integrated into the Joint-statement of ASEAN Civil Society Conference/ASEAN Peoples' Forum 2018 held in Singapore. The language addressed in point (09) of the priority recommendations "Establish national and regional mechanisms to promote inclusive partnership among government bodies, peoples' movements and other stakeholders, including civil society organizations and private sector, for development and the Sustainable Development Goals (SDGs)-related policy prioritization and coherence".

Beyond ASEAN level, CCC is the Vice Chair of Forus-international platform for CSOs, the Co-chair of Asia Development Alliance (ADA), the steering committee for Asia Democracy Network (ADN), and many other networks.

The voice of civil society organizations in Cambodia has been heard and gained international solidarity support in promoting civic space and implementation of SDGs in Cambodia.



Corporate Social Responsibility (CSR) Platform

In 2018, CCC has engaged with Cambodia CSR platform to promote the Corporate Social Responsibility (CSR) / Responsible Business Conduct and Business and Human Rights.

Moreover we have coordinated with the NGOs who are working on CSR (AAC, OHCHR, ICCO) to discuss on joining the program, as a result a training course on Corporate Social Responsibility (CSR)/ and Business and Human Rights was conducted with 28 participants (9 female) from CCC members 8 participants, AAC partner 8 participants and 7 from ICCO partner. The participants were from Phnom Penh, Kampong Chhnang, Kampong Cham, Battambang, Kampot, Takeo, Pursat, Koh Kong, Oudor Meanchey, and Siem Reap.

Civil Society Financing for Development

Being a unique initiative for CSO to address their financial challenges, the Civil Society Fund (CSF) is treated as the right solution to the issues. Sustainability from this initiative is enforced through at least three means:

1. The provision of small grant to the financially vulnerable CSOs who fit with the granting criteria;
2. The capacity development in terms of fundraising and resource mobilization for CSOs in need;
3. The resource mobilization to be made by CSF itself.

Generally, the participation of qualified people as members of the CSF Committee, the dispatch of CSF to the global best practice in resource mobilization such as Change the Game Academy (CTGA), and the social branding of this initiative further promote the strengths and sustainability of CSF.

So far, the concerns on financial challenges have been brought into attention of all stakeholders and some responses from them have been made positively for instance the commitment from EU to continue supporting civil society in Cambodia even more to deliver its development agenda.

In 2018, two rounds of call for concept note were released. The secretariat received 25 submitted concept notes from the first round of call, of which



7 were shortlisted and notified for full proposal development. 5 full proposal applicants from this round 1 were selected for the physical conduct of organizational capacity assessment (OCA).

The second round call for concept note was released after which the secretariat received 16 submissions, of which 12 were shortlisted and notified for full proposal development. 2 of the shortlisted failed to meet the closing date. The secretariat is in the process of final reviewing the 10 submitted full proposals in this round 2. It is expected that around 6 of full proposal applicants of this round 2 would be justified for the physical OCA assessment.



Member Corners



Within 28 years in service, CCC remains the largest and longest membership based organization in Cambodia. By the end of 2018, CCC members increased up to 168 NGOs and associations.

Annual Member Satisfaction confirmed that 90 percent of members joined CCC because of policy engagement, and legal framework. Second priority is capacity building on Finance Management, Human Resource Management, Monitoring and Evaluation (M&E), and ICT4D.

Similar to previous year, the survey suggested on an increased of active participation in policy brief, and further collaborate among the civil society sector.



CCC 2019 Outlook



The Operational Plan 2019 contains most of the priorities raised within the GHP 2017-2021 but also adjusts some new priorities as reflected from the recent political climate and the enabling environment for civil society, particularly related to civic space, legal compliance, resource mobilization, institutional strengthening, and inclusive partnership. In general, the interventions for 2019 compose of two program goals in GHP : 1) Enhanced effectiveness and impact of CSOs 2) Improved enabling environment for CSOs.



1). Governance Systems and Tools: Advancing GPP certification system; promoting governance and sustainability for CBOs; promoting governance for local NGOs; promoting the Global Standards for CSOs Accountability.

2). Learning and Capacity Development: Introducing the Holistic Institutional Development (HID); capacity

development for CBOs; learning forum (might add the forum on financial sustainability); mentoring and coaching, Civil Society Academy (CSA); exchange visit, and capacity development for staff.

3). Research: Getting use of the previous research findings; conducting researches on the enabling environment for civil society in Cambodia; research on CSOSI; research on public image of CSOs; need assessment study; research on multi-stakeholder partnership; etc.

4). Multi-Stakeholder Engagement and Inclusive Partnerships: Making efforts to reactivate all the mechanisms of inclusive partnership and create the most possible mechanisms; being proactive in sensitization, capacity development, financing for development, advocating for policies coherence, and monitoring the implementation of CSDGs; keeping engagement in ISAF to promote democratic development at sub-national level.

5). Campaigns and Advocacy: Shaping the advocacy efforts around the legal environment particularly, on LANGO, Labour Law and Taxation Law; facilitating policies and legal frameworks briefings to members and CSOs; promoting legal compliance capacity for members; human rights based and

evidence based advocacy.

6). Civil Society Fund/Financial Sustainability: Assembling the CSO Fund committee; functioning the CSO Fund; providing sub-grants; finishing resource mobilization capacity development for the provincial CSO networks.

7). ICT and Innovation: Enhancing data, information and knowledge management, and promoting the application of M&E App (particularly the System for Results and Impacts); Promoting those ICT and innovation services for commercialization purpose.



“Your hard work and contribution you made have been invaluable in helping individual organizations, Accountable Now, and sector as a whole to grow,”

Mr. Brendan Gormley, Chair of the Board of Trustees, Accountable Now.



“GPP Certificate is an important trusting system. Although it is a long and complex process, CCC is so supportive to ensure you get improved,”

Dr. Chhim Sotheara, Executive Director of TPO Cambodia.

“It has been a privilege working with you. You do a vital work in Cambodia. I wish you all the very best for the road ahead.”

Ms. Claire Van der Vaeren, Former Resident Coordinator of UNCT.

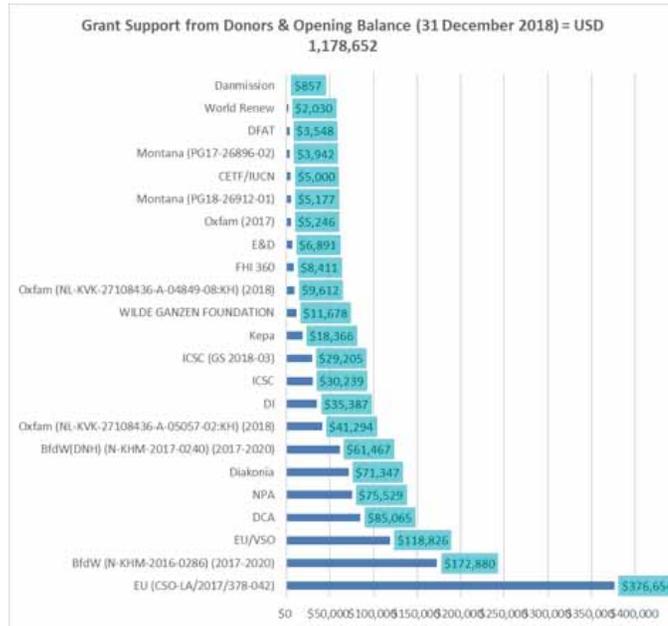
“ After eight times attended finance learning forum, I found a lot of improvements for myself and my organization,”

Ms. Kol Sopheap, Finance and Administration Manager, Live & Learn Cambodia.

I learned from CCC about engaging all stakeholders. This is effective and I adapt it in my project.

Mr. Mak Puthea, ICT Working Group members of CCC

FINANCIAL SUMMARY

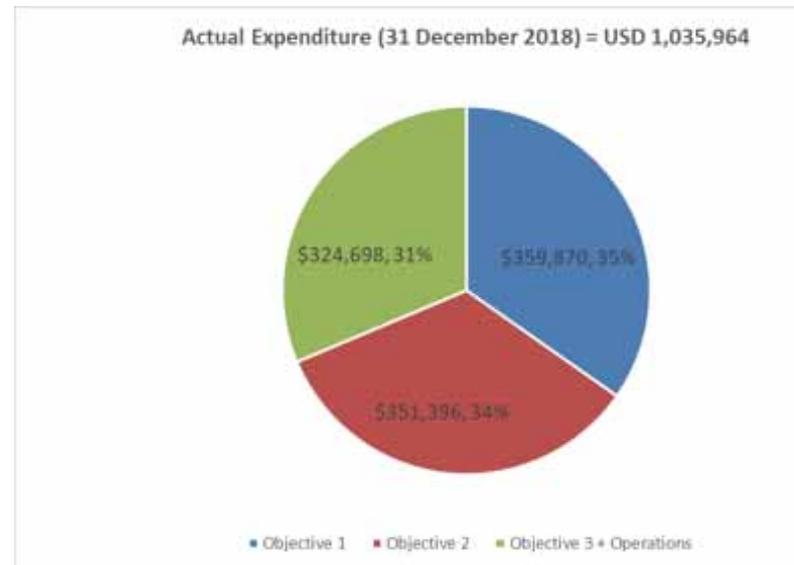
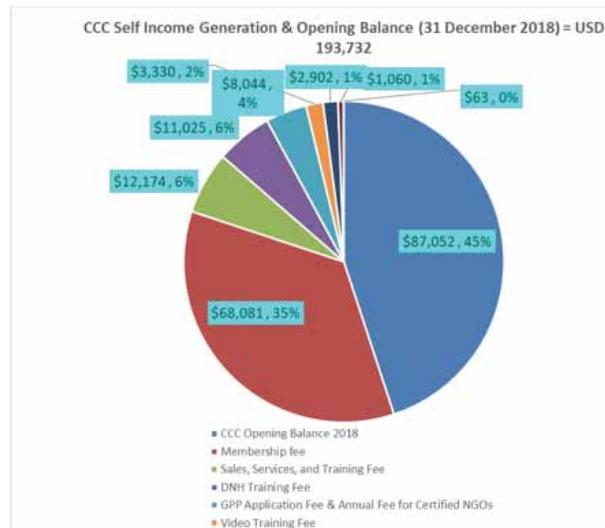


Within 2018, the financial status of CCC is strong in general. With the committed / secured amount, it enables CCC to fully deliver its program effectively. However, looking at staff costs, grant support from all donors cannot fully cover all staff costs; so it requires CCC to use its own income to cover the shortfall/gap.

(US\$ 1,253,359), in which the amount of US\$ 193,732 or 14% is CCC self-generated income and CCC opening balance, and the amount of US\$ 1,178,652 or 86% is grant support from donors and donors opening fund balance.

By end of December 2018, the actual expenditure is made in amount of US\$ 1,035,964 which is 83% of the annual budget plan (US\$ 1,253,359), 75% of the actual income (US\$1,372,384), and 88% of the grant support from donors (US\$ 1,178,652).

CCC has generated a total actual income in the amount of US\$ 1,372,384 which is equivalent to 109% of the annual planned budget



CCC Executive Committee (EXCOM)

CCC is very fortunate in the quality of the individuals who serve on its Executive Committee. Senior management seek for support from them not only on policy guidance but also on fund raising and liaison with the broader CSO community and beyond.

CCC welcomes seven members of EXCOM 2019



Ms. Hun Boramey
Country Director
ActionAid Cambodia
Chair



Ms. Kristen Rasmussen
Country Director
DanChurchAid Cambodia
Vice-Chair



Ms. Geetha Yoga
Chief Operation Officer
Hagar International
Member at Large



Mr. Leng Vireak
Operations Director
World Vision International Cambodia
Member at Large



Mr. Vorn Samphors
Country Director
Aide et Action International Cambodia
Member at Large



Ms. Jenny Pearson
Interim Director
VBK
Member at Large



Mr. Choub Sok Chamreun
Executive Director
KHANA
Member at Large

Special thanks to departing member of EXCOM



Ms. Chhay Navy
Director
Genesis Community of Transformation (GCT)



"You all are great assets for CCC and Civil Society in Cambodia.
Thank you so much for your invaluable contribution in 2018."

CCC STAFF MEMBERS

Senior Management Team

Mr. SOEUNG Saroeun, Executive Director
Dr. EL Sotheary, Head of Program
Mr. KHORN Bunthong, Head of Operations
Ms. SIN Putheary, Head of Communications and Member Development

Finance Unit

Mr. OM Nareth, Finance Specialist
Ms. OM Sitha, Finance Officer
Ms. DIM Bora, Finance Assistant

Ms. Oeun Sreyleak, Finance Assistant

HR and Admin Unit

Ms. SOEUNG Satya, HR Specialist
Ms. ENG Rotha, Support Services Specialist
Ms. SO Polin, Administration Officer
Mr. SOY Bora, Driver/Messenger
Ms. DOUNG Keo, Office Cleaner
Ms. PEN Hoeung, Office Cleaner

Communications and Membership Development (CMD)

Mr. CHEN Sochoeun, Research and Membership Development Manager
Ms. Luy Theary, Do No Harm Project Coordinator
Ms. Chan Somaly, Membership & Networking Specialist
Mr. Chhouk Phalputhirdh, Communication Specialist
Mr. Ouk Sovansathya, Database and Knowledge Management Specialist
Mr. Chan Bunthoeun, Information Technology Officer
Ms. Ye Sokvutheavy, Communication & Member Development Assistant

*Ms. Toy Monireth, Membership Development Specialist
Mr. Soeng Nhoek, Information Communication Technology Officer
Mr. Soy Dara, Database Assistant
Mr. Prom Veasna, Communication Specialist
Mr. Seang Lida, Video Production Officer*

Monitoring & Evaluation (M&E)

Mr. VANG Sean, M&E and Reporting Specialist

Governance & Professional Practice Component (GPP)

Mr. CHAN Pheakdey, GPP Manager
Mr. CHEA Vibol, GPP Specialist
Ms. TOU Chandara, GPP Specialist
Ms. PHENG Chandy, GPP Specialist
Mr. Kem Sereyneath, GPP Assistant

*Mr. CHHORN Vatanak, GPP Manager
Ms. Khoeum Sokhim, GPP Specialist*

Resource Mobilization Development (RMD)

Mr. Nong Neat Norak, Resource Mobilization Manager

Ms. Uong Bunsodany, Grant Management Officer

Business and Capacity Development (BCD)

Mr. SOEUNG Typo, Business and Capacity Development Manager
Mr. SOK Sovann, Mentoring & Coaching Specialist
Ms. SRENG Sophornlakhena, CD Assistant

*Ms. KEO Mara, Learning Specialist
Mr. LIM Sakly, Learning Specialist
Ms. KAO Peouleakhena, CBO Specialist*

Coalition Building, Advocacy and Networking (CAN)

Mr. Yoeurng Sotheara, CAN Manager
Mr. Ry Sovanna, Research and Policy Specialist

*Mr. MI Nac, CAN Manager
Mr. Ros Bansok, Research & Knowledge Management Specialist
Ms. San Vattanak Vatey, CAN Assistant
Mr. Henk Dejong
Mr. Ntendamusangu Kaminantendamusangu*

Staff Qualifications

CCC employs 41 Cambodian staff with various ranges of experiences in NGOs sector, CCC staff have expertise in the fields of governance, communications, finance, administration, human resources, monitoring & evaluation, coaching & mentoring, advocacy, research, database, ICT, & more.

***** Note: Names in italic are departing staff members in 2018**

Why become CCC Member?

BENEFITS DESCRIPTION	MEMBER	NON-MEMBER	
Join an active and vibrant network of more than 170 international and local NGOs from more than 20 countries through member's bi-monthly meetings and annual general meeting.	Free	Exclusive to member only	
PARTICIPATE AND LEARN <ul style="list-style-type: none"> Human Resource Management (HRM) Forum Monitoring and Evaluation (M&E) Forum Financial Management (FM) Forum Information Communications Technology (ICT) Forum Board & ED Workshop Business Development Forum 		\$50/person/course	
Special information events		Exclusive to member only	
Strategic dialogue with development partners, government and private sector		Exclusive to member only	
STAY INFORMED <p>Update and debate on policies of government and development partners relating NGOs at national, regional and international levels.</p> <p>Receive updates on high level meetings and dialogues</p>		Exclusive to member only	
ACCESS TO CCC PUBLICATION <ul style="list-style-type: none"> Survey of Salary and Benefits Resource Mobilization Directory E-Directories (CNGO, INGO, Agency Contact Listing, Sectoral Group and Provincial NGOs network) NGO Online Database 		Full price for each publication, totally about US\$200	
Access to CCC practical guideline, research papers and others		Fee Charge	
PROMOTE VISIBILITY OF YOUR CSO <p>Electronic distribution of information to all CCC membership and other networks</p> <p>Announcements on CCC website, e-networks and CCC notice board</p> <p>Logo acknowledgement on CCC website and some promotional materials</p> <p>Display opportunities at particular CCC events</p>		US\$35/MB	
UTILIZE SERVICES <p>CCC Training Courses</p> <ul style="list-style-type: none"> Governance Professionalism and Accountability (GPA) Practical Guideline on Monitoring and Evaluation Mobile Data Collection Report Writing Develop Story of Changes Video Production 		US\$280 US\$120 US\$80 US\$120 US\$80 US\$40	US\$700 US\$300 US\$200 US\$300 US\$200 US\$100
CONSULTANCY SERVICES <ul style="list-style-type: none"> Event Management specialist Master of Ceremony specialist Presentation specialist Organizational Assessment specialist Research/GPS Survey Specialist GIS Mapping specialist Monitoring and Evaluation specialist Online Conference 		US\$40-US\$160 US\$40 US\$80-US\$120 US\$80-US\$120 US\$80-US\$120 US\$80-US\$120 US\$80-US\$120 US\$40-US\$120	US\$100-US\$400 US\$100 US\$200-US\$300 US\$200-US\$300 US\$200-US\$300 US\$200-US\$300 US\$200-US\$300 US\$100-US\$300
Scholarship opportunity and special discount on other services (i.e. mentoring and coaching, and meeting room, etc.)		Full Price	
Allocation of a mailbox located at CCC	Free	LNGO: US\$10/Year INGO: US\$50/Year	
Fee charge for Voluntary Certification System (Application and Annual Fees)	25% Discounted	US\$20-US\$300/applicant US\$50-US\$750/year	

MAJOR 2018 EVENT

TYPE OF ACTIVITY	FREQUENCY OF STRATEGIC INTERFACE			
	Number of Event	Total Participant	Female Participant	Youth Participant
Assessment	13	212	87	24
Campaign	403	4	131	0
Exchange Study / Program	1	11	3	11
Forum	19	1563	678	58
Meeting	67	988	417	68
Mentoring & Coaching	28	315	121	43
Program Technical Support	1	159	45	0
Reflection	5	194	68	0
Training	14	436	163	11
Workshop	21	805	271	27
Total	174	5,103	1994	245

EVENTS 2019 CALENDAR

In 2019, CCC will conduct nearly two hundred events.
The list below are some regular events for CCC members and other partners.

TYPE OF EVENT	DATE	DURATION
<i>Communication & Membership Development (CMD)</i>		
Annual General Meeting	18 - 19 Mar 2019	1.5 Days
256 th Bi-Monthly Meeting	09 May 2019	7:30AM - 12:00PM
257 th Bi-Monthly Meeting	18 Jul 2019	7:30AM - 12:00PM
258 th Bi-Monthly Meeting	26 Sep 2019	7:30AM - 12:00PM
259 th Bi-Monthly Meeting	05 Dec 2019	7:30AM - 12:00PM
<i>Learning Forums (CD)</i>		
Finance Learning Forum	27 Mar 2019 / 14 Aug 2019	1 Day
HR Learning Forum	25 Apr 2019 / 19 Jul 2019	1 Day
ICT Learning Forum	24 May 2019 / 20 Sep 2019	1 Day
M&E Learning Forum	21 Jun 2019 / 21 Oct 2019	1 Day
<i>Board and Director Workshop (CD)</i>		
Board and Director Workshop Cohort 1	#1 11 - 12 Mar 2019	2 Day
Board and Director Workshop Cohort 1	#2 12 - 13 Sep 2019	2 Day
Board and Director Workshop Cohort 2	#1 06-07 Feb 2019	2 Day
Board and Director Workshop Cohort 2	#2 07-08 May 2019	2 Day
Board and Director Workshop Cohort 2	#3 21-22 Aug 2019	2 Day
Board and Director Workshop Cohort 2	#4 05-06 Nov 2019	2 Day
<i>Forum on Good Governance, Accountability and Transparency for CSOs in Cambodia (GPP)</i>		
Certified NGOs Forum	27 Jun 2019	1 Day
Annual Awarding Ceremony	28 Nov 2019	Half Day
<i>Workshop on CSOs Legal Compliance (CAN)</i>		
1 st & 2 nd National Dialogue on Auditing, Accounting Law & Report Template, LANGO and Labor Law	1st Week of May / Sep 2019	1 Day Each
National Workshop on SDGs	29 April 2019	1 Day
1 st & 2 nd Foreign NGOs Dialogue Meeting with MoFA	3rd Week of Feb / Nov 2019	1 Day Each
1 st & 2 nd National NGOs Dialogue with Mol	2nd Week of Apr / Oct 2019	1 Day Each

Name

Action For Development
Action for Rural Economic Development of Cambodia
Action on Disability and Development
ActionAid Cambodia
Adventist Development and Relief Agency
Agency for Technical Cooperation and Development
Aide et Action
Akphivath Neary Khmer Organization
Alliance for Conflict Transformation
American Friends Service Committee
American Rehabilitations Ministries
Amrita Performiiing Arts
Asian Outreach Cambodia
Advocacy and Policy Institute
Association Angkor-Belgique
Australia Volunteers International
Australian Catholic Relief
British Broadcasting Corporation Media Action
Banteay Srei
Bremen Overseas Research and Development Association
Buddhim for Social Development Action
Building Community Voice
Cambodia Disabled People's Organization
Cambodia Family Support
Cambodia Health Education Media Service
Exeed Worldwide (Formerly Cambodia Trust)
Cambodia Young Men's Christian Association
Cambodian Center for Independent Media
Community Capacity for Development
Cambodian Health Committee
Cambodian HIV/AIDS Education and Care
Cambodian Living Arts
Continuing Learning Organization
Cambodian Rural Development Team
Cambodian Volunteers for Community Development
Capacity Building of people with Disability in the community Organization
CARE International in Cambodia
Caring for Young Khmer
Caritas Cambodia
Catholic Agency for Oversees Development
Catholic Relief Services/Cambodia Program
Caritas Czech Republic in Cambodia
Chab Dai Coalition

Name

Child and Youth Education Organization
Child Rights Foundation
ChildFund Cambodia
Community Translation Organization
CORD Cambodia
CWS Cambodia
Diaconie Cezh
Dai Kou Kasikor
DanChurchAid
DanMission
Development and Partnership in Action
Diakonia
Digital Divide Data
Douleurs Sans Frontieres
Diaconia of Evangelical Church of Czech Brethren - Center of Relief and Development
EDUCO (Former Intervida Cambodia)
Enfants & Développement
Epic Arts Cambodia
ERIKS Development Partner
EWAH Social Service
FH Cambodia
First Step Cambodia
Forum Syd
Foundation for International Development/Relief
Fountain Of Hope
France Volontaires
Forum Ziviler Friedensdienst
Gender and Development for Cambodia
Genesis Community of Transformation
Global Development Group
Good Neighbors Cambodia
Great Peace Cambodia
HAGAR
Humanity & Inclusion
Human and Health
Hands of Hope Community
Health Poverty Action
Heifer International Cambodia
HelpAge Cambodia
Home Land/Meathto Phum Komah
Improving Cambodia's Society through Skillful Parenting
Indegenous Community Support Organization
International Center for Children and Family

Name

International Development Enterprises
International Volunteers of Yamagata
Japan International Volunteer Centre
Jesuit Service Cambodia
Johanniter International Assistant
SALASUSU Organization (Passed: Kamonohashi Project Organization)
Kdei Karuna
KHEMARA
Khmer Community Development
Khmer NGO for Education
Khmer HIV/AIDS NGO Alliance
Khmer Youth Association
Komar Pikar Foundation
Kone Khmeng
Korean Missionary Society
Krousar Yoeung
KOMAR RKREAY ASSOCIATION
Legal Aid of Cambodia
Life With Dignity
Live and Learn Environment Education
Louvain Coopération au Développement
Mine Advisory Group
Maryknoll-Cambodia
Mekong Plus
Mennonite Central Committee
Mission Alliance
M'lup Russey Organization
MoPoTsyo Patient Information Center
Morodak Organization
Mothers Heart Organization
My Village
New Humanity
NGO Education Partnership
Non Timber Forest Products - Exchange Programme
Norwegian People's Aid
Ockenden – Cambodia
Oxfam
Operatons Enfants De Cambodge
Organization to Improve Communication and Swallowing Therapy Service in Cambodia
Pact Cambodia
Partnership for Development in Kampuchea
People In Need
PEPY Empowering Youth

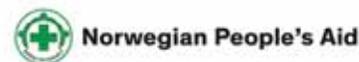
Name

Phare Ponleu Selpak
Plan International Cambodia
Ponleu Ney Kdey Sangkhom
Precious Women
Prison Fellowship Cambodia
Rain Water Cambodia
Rural Development Association
Samaky Organization
Save the Children
Services for the Health in Asia & African Regions
Shalom Life Careserve Centre
Shanti Volunteer Association
SIPAR
SNV Netherlands Development Organization
South East Asia Development Programme
Social Services of Cambodia
Sovann Phoum
Sunshine Cambodia
Swisscontact
Society for Action and Change for Rural Education and Development
The Liger Learning Center
This Life Cambodia
Terre Des Hommes Netherlands
Union Aid Abroad - APHEDA
Urban Poor Women Development
Veterans International Cambodia
Vicheasthan Bomreu Neak samrabsamroul Karnea akphiwat
Voluntary Service Overseas
Water For Cambodia
We World Cambodia (Former Intervita Onlus)
Welthungerhilfe/GAA
Wholistic Development Organization
World Education/Cambodia
World Relief-Cambodia
Women Resource Center
World Renew
World Vision
Youth Resource Development Program
Youth With a Mission

CCC Member as of September 2018

our Donors

Thank you for supporting our works and mandate.



Our Partners

Thank you for supporting our works and mandate.





To learn more about
the Cooperation Committee for Cambodia (CCC), follow us on:

 **CCCsince1990**
www.ccc-cambodia.org

Address: House No: 9-11, Street 476, Toul Tumpoung 1,
Chamkamorn P.O. Box 885, Phnom Penh, Cambodia

T: +855(0)23214152 | F: +855(0)23216009 | E: info@ccc-cambodia.org

