



ANNUAL REPORT

2023



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Dear Friends and Supporters,



It is my great pleasure to present our annual activity report 2023 of AFESIP Cambodia. In this report is a showcase of our work, both highlights our achievements and challenges we face and areas in which we still have progress to make.

These great achievements are not possible without our supporters, to whom we extend our heartfelt gratitude. At AFESIP Cambodia, we pride ourselves on our transparent operations and our accountability to our donors and supporters. This report details our work throughout 2023, aiming to show you what difference we have made the positive impact to the lives of many girls, whom we work with and their families, in Cambodia.

2023 was another successful year for AFESIP Cambodia and as we celebrated our 10 years of re-operating the organization in tough time 10 years ago. In this annual report 2023, you will read how our long-time programs continue to successfully serve the lives of the victims and their families one at a time, success stories of our project beneficiaries, the generosity of our community along with new development of our programs such as handicraft, library renovation, physical improvement for the center and healthcare facility, our success advocacy for minor victim who are at least under 10 years old should not present in trial at court against their alleged perpetrators.

The success stories, we present here, which would not be possible without the amazing staff, volunteers, board members, supporters, and community partners, especially the support we have been receiving from the Royal Government of Cambodia, continuously. I would personally like to thank each and every one of you for your time, commitment, dedication and support over the past year. You are all AMAZING and I am so proud to be in this glorious journey of work with each and every one of you. I thank you for reading this annual activity report 2023 and hope that you continue to support our work at your capacity to free children from all forms of abuses in our community. Together, today we are a strong community protector and we can make a better world for our community tomorrow.

Yours Sincerely,

Founder and President

Somaly MAM

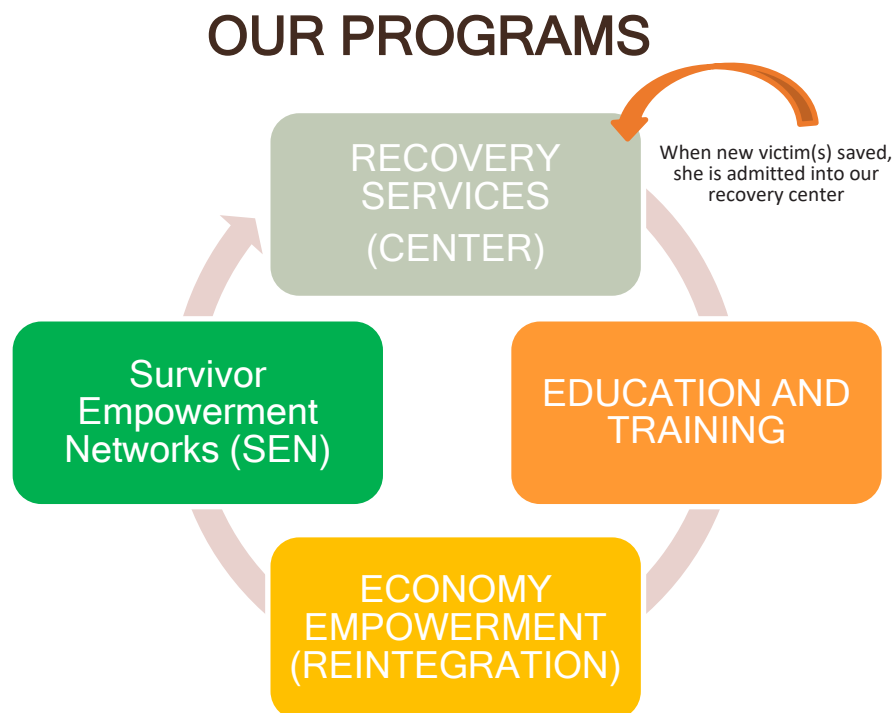
AFESIP CAMBODIA

Established in 1996, by Somaly Mam, herself a survivor of human trafficking, to combat sexual trafficking, abuses exploitation of children.

Vision: A world where children are safe from slavery.

Objectives: Works to care for and secure the rights of young women and girls who are victims or at risk of being victims of slavery and to successfully recover, educate, train and reintegrate them into mainstream society through financial independence in a sustainable and innovative manner. We accomplish this by helping and teaching them how to achieve financial independence through sustainable careers. We then welcome them to become part of our survivor empowerment network.

Target group: The girls who are victims or at risk of being victims of sexual trafficking, abuses or indentured slavery and or exploitation.



Action by month

January Official Inaugurated the New Buildings

Samdech Akka Moha Sena Padei Techo Hun Sen, the Prime Minister of Royal Government of Cambodia (RGC), and Samdech Kittiprithbandith Bun Rany Hun Sen, the First Lady of Cambodia, inaugurated the new buildings of Tom Dy center, where he donated in 2019.

February Better Child Protection Procedure

In the occasion of the inauguration the Tom Dy center, Samdach Akka Moha Sena Padei Techo Hun Sen, the Prime Minister of RGC, accepted the request of our Founder and President Somaly Mam, for not allowing the minor victims who are at least under 10 years old to present in courts against their alleged perpetrators.

March Survivors Are Part of Great Solution

Apart of our work is to promote gender equity and empower survivors to be part of solution. In 2023, 84% of our female staff are survivors. They lead the roles in junior and senior management levels.

April Prevention Is Better Than Cure

Organized 1-week online campaign on #Childrensmile #WarmFamily on birthday occasion of our Founder and President Somaly Mam. The campaign aim was to sensitize and raise awareness on loving family, take care well of own kids and giving hand in a difficult situation.

May We are accountability and Transparency

As usual, we conducted our annual financial audit 2022 by hiring KPMG to do in April 2023. It is an examination and evaluation of our financial statement to make sure a fair records and accurate representation of transactions.

June We Celebrated All Children

We organized the 74th International Children's Rights Day (ICD) for the girls in Tom Dy center. The objective was to increase awareness on the 4 principles of rights of the child, right to live, protection, participation and development.

July We Care For Staff and Their well-beings

A 3-day capacity building training course on Psychological First Aid was conducted by the paid trainers from CTRO for 26 staffs. The training objective was to provide self-care technique for the staffs to care for themselves aiming at improving positive communication at work and home so that we can improve work quality more effectively.

August More Equipment, More Quality Serves

Improved quality of our healthcare and its efficiency by bringing in bio-chemistry and hematology machines and other healthcare materials in healthcare facility.

September Art is a Part of Healing Process

We developed a handicraft program where we can conduct and train various handicraft activities for the girls we work with. It is a part of initial healing process to restore their self-esteem and self-confidence.

October We are a trusted partner.

We are a legible member of Give2Asia that is a trusted oversea platform where we can share our work impact and receive fund from international donors.

November Minimum Standard Be Enforced

The annual inspection of our victim services at Tom Dy center was conducted by Ministry of Social Affairs Youth and Rehabilitation (MoSVY) to measure whether our operations are applied with the national minimum standard.

December Certificate and Marit Ceremony

We celebrated graduation and Awards ceremony to 15 university scholarships who successfully graduated bachelor and master degrees. In the occasion, we are also honored the awards to our Boards, outstanding staffs and girls.

Success Stories

Sem Sreyti (KC-0040) is now 19 years old. She came from Kampong Spue. She is a survivor of child abused, committed by a relative. The alleged perpetrator was not arrested. She was admitted to AFESIP in September 2009. She receives care and support from AFESIP for 14 years, of which 6 years in the center.



She graduated high school of grade 12 in 2019 and continued higher-degree university scholarship from AFESIP university scholarship supported by AFESIP. She studied bachelor degree of Law at Royal University of Law and Economic (RULE) in Phnom Penh. She spent 4 years to graduate her bachelor degree of law, successfully, in October 2023.

We reintegrated her with job employment at a law firm as an assistant to a lawyer in December 2023. The skills she equipped with can break poverty line by earning regular income to support herself and her family.

Nget Soya (PP-3347) is now 20 years old. She is a survivor of child abused, committed by a 59-years old neighbor, when she was 12 years old. The alleged perpetrator was arrested and convicted to 10-year imprisonment.



She had been referred to AFESIP by DoSVY in October 2015. She has received care and support from AFESIP for 8 years. She graduated high school of grade 12 in December 2020 and has continued higher-degree university scholarship supported by AFESIP. In the future, she wanted to be a lawyer.

She is studying bachelor degree of Law of semester 2 of year 4 in Western University. She is now studying semester 2 of years 4. She interns in legal protection program. Her main responsibilities are to take-in newly admitted victims to the center, accompany the victims to testify and attend hearings at courts.

She is using the skills she studies in to help the other girls through judicial system.

Neang Sreynach (PP-1898) is now 23 years old. She and her sister are survivors of human trafficking and child abused when she 4 years old. She was referred to AFESIP by DoSVY in 2004. She receives care and support from AFESIP for over 19 years.



She dreamed of to be policewoman and traditional dancer. She graduated high school of grade 12 in August 2019 and continued higher-degree university scholarship supported by AFESIP. She studied bachelor degree of Marketing and Communication in Western university. She spent 4 and half years to graduate, successfully, in 2023.

We reintegrated her with job employment support as marketing staff at Burger King in December 2023.

Det Tanghauy (PP-3526) is now 16 years old. She is a survivor of child abused. She and her other 2 sisters, who were also victims of child abused, were referred to AFESIP by DoSVY in March 2022 for safety reason while the suspect escaped.



She is a recipient of vocational skills training scholarship. She started to be trained in beauty salon in June 2022 and successfully graduated her chosen skills in September 2023. She receives care and support from AFESIP for 2 years.

We reintegrated her to a family with micro-business support of business starting kit of beauty salon at hometown in September 2023, utilizing the skills she trained in to earn income to support her living.

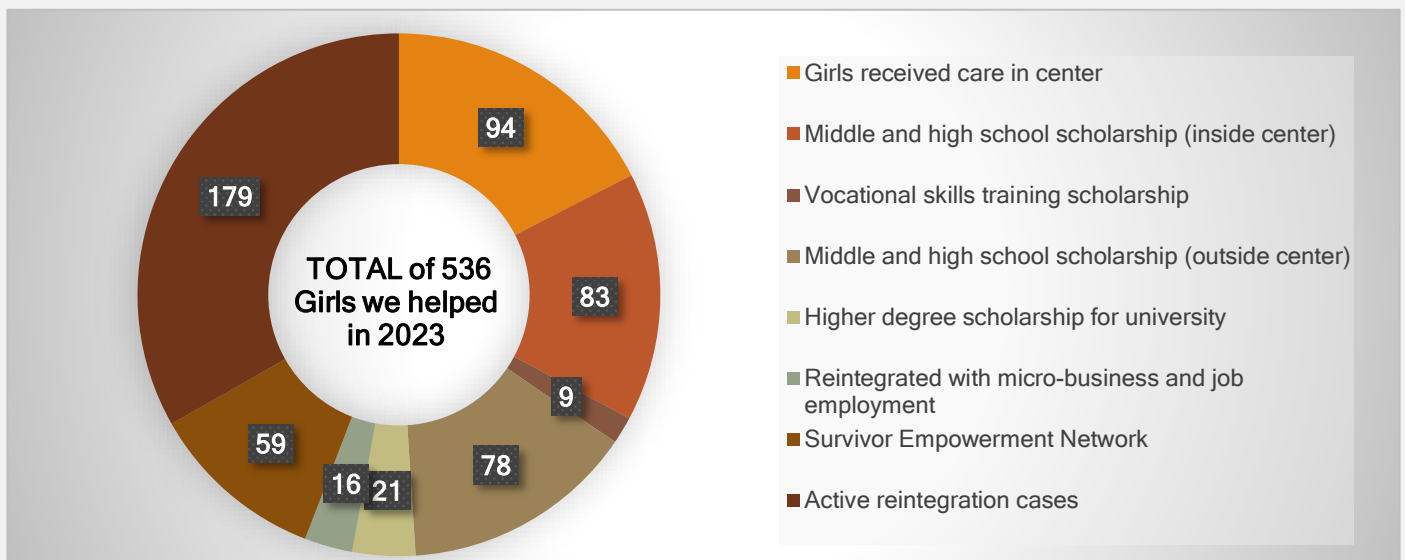
Executive summary

Most of our expected indicators of each program set forth in 2023 were well executed with good results even though we had some challenges. Some programs had achieved more than what we planned for in 12 months.

94 girls received safe and secured accommodation, nutrition, healthcare, psychosocial counseling, legal assistance, (83) education and training, English and computer classes while staying in Tom Dy center.

191 girls received middle and high school, higher-degree university and vocational skills training scholarships as table shown below.

Summary Girls received care and support	2023		Ending 2023 - Ongoing 2024	
	Total	Remarks	Total	Remarks
Girls received care in center	94	(62 leftover from 2022 & 32 new admissions)	71	23 referred out
Middle and high school scholarship (inside center)	83	(62 leftover from 2022 and 21 New)	72	10 outside & 1 Bac II graduated
Vocational skills training scholarship	9	(5 leftover from 2022 and 4 new)	4	5 graduated
Middle and high school scholarship (outside center)	78	(62 leftover from 2022 and 16 New)	66	3 graduated Bac II & 9 dropped out for some reason
Higher degree scholarship for university	21	(16 leftover from 2022 and 5 new enrolment)	16	(5 graduated)
Reintegrated with micro-business and job employment	16		16	3 of them with small business
Survivor Empowerment Network	59	(45 leftover from 2022 and 14 new members)	59	
Active reintegration cases	179	(153 leftover from 2022 & 26 new cases)	179	
TOTAL	539		483	



Physical improvements

- We made steel fence at back-balcony of 16 bedrooms (SM 218,24) where are the girls' bedrooms at first floor to provide a stronger protection for girls' safety during their stays for recoveries in the Tom Dy center.
- Provide safe and secured environment we repaired 6 rest-rooms of the girls' dormitories where the floors leaked and above the healthcare and meeting rooms.
- For a stronger security of the girls, we work with we setup more 2 security-cameras in libraries, 2 cameras in psychological rooms, 1 camera in English class; 1 camera in computer class; 2 cameras in healthcare rooms and replaced a screen-monitor.
- To offer more healing activities we set up and decorated a handicraft-room for caretakers to conduct handicraft activities with the girls at 2nd floor. This activity is one of the healing processes for the girls to build up concentration, restore self-esteem and self-confidence.
- To save transportation and blood-test cost we brought in and set up 1 bio-chemistry machine; 1 hematology machine and other healthcare materials and 1 multifunction printer (print, scan and copy) in our healthcare facility. This physical improvement helps us to save cost for transportation the girls to external hospitals and clinic for blood test and cost of blood test because 100% of the admitted girls to the AFESIP Cambodia require to do blood test for proper diagnoses analyze and right treatment.
- For safety and security of the girls and staffs we replaced the entire roof over outdoor kitchen because it had heavily leaked when there were rains; breaking down 2 bathrooms next to the kitchen to have more space for kitchen; to protect flood in the raining season we made installation of yard drainage system inside center-compound, auto-pumping motor and a berm a long roadside in front of the main entrance of the center.
- We decorated the library and brought in more resources such as 200 Khmer reading-books; 1 sofa set; 1 chairs set; two-sided bookshelf for the girls to read in the library.



Graduation and Marit Certificate Ceremony

We celebrated the graduation and Marit Certificate Ceremony and the 10th year-anniversary of re-operation of AFESIP Cambodia of tough time, to gratitude and share the joy of the successes with all relevant stakeholders, staffs and our project beneficiaries. we granted the award-certificate and medals to the 3 generation-graduation of 15 higher-degree university scholarship recipients; 2 outstanding students in public schools; 17 outstanding students of English and computer classed; 5 team leaders, appreciation certificates to 15 senior staffs who for AFESIP Cambodia for 10 years +, award Medals to 9 survivor employees who worked tirelessly without public holidays and weekends, 2 school principals, Heroine Award to our founder and President Somaly Mam and Medal of Honor to the Boards of Directors Mr. Claude Hildenbrand, who is Chairman of BOD, Vice-President of Solyna Foundation and Founder of Vini & Vini SA; Annalynne McCord, who is BOD member, Hollywood actress and Human Right Activist and Founder of Love Storms; Dr. David Cooke (Executive Director ESG), former BOD and Mr. Chandu Bhindi, BOD Member, BANK Executive, Sydney, Australia and BOD of Project Futures and Susan Sarandon, who is the Hollywood and Oscar winner actress, they are always on our back. Following by solidarity dinner and many other funny games for staffs, girls and guests to celebrate the welcoming New-Year 2024 countdown.



Our Work

AFESIP Cambodia core programs of work are RECOVERY SERVICES – EDUCATION & TRAINING – ECONOMY EMPOWERMENT (REINTEGRATION) – SURVIVOR EMPOWERMENT NETWORK.

RECOVERY

Tom Dy center is healing place where we offer safe and secured accommodation, 3 balanced meals a day, cares, nutrition, healthcare, psychosocial counseling and legal assistance aiming at developing both physical and mental welfare and well-beings of the girl victims whom we work with.

Why do we do it?

Offer initial steps of stabilizing victims or high-risk girls from the distress they have encountered are generally provided at the Tom Dy center where they can access to safe environment; caretaker, medical doctor; psychologists; legal protection officer, members of survivor empowerment network, building trust and relationship.

What difference did it make?

We provided safe and secured accommodation, nutrition, cleaned clothes and other necessities to many girls, whom had been victims or at risk of being victims of sexual violence, trafficking, abuse or indentured slavery and or exploitation, in the Tom Dy center.

What we said we would do

We said that we would provide holistic care to 110 girls, in which 30 of them are newly admitted girls in 2023 and 80 others are leftover by end of 2022 in Tom Dy center.

What we did

94 girls received holistic care, safe and secured accommodation and nutrition, in Tom Dy center. 32 (3 re-admitted) of them were newly admitted girls and 62 others left over by end of 2022. The level of accomplishment is higher than we planned for as there are 32 girls are newly admitted.

Referrals

AFESIP Cambodia has built up network with Department of Social Affairs, Veterans and Youth Rehabilitation (DoSVY), local authorities and other stakeholders as referral sources of the victimized girls to our center for recovery service.

Movements out from the center

- 4 of them recovered, were referred to vocational skills training scholarships.
- 3 of them graduated high school grade, was referred to higher-degree scholarship.
- 16 of them reintegrated with middle and high scholarships staying outside center with families.

Receive ongoing care

- 71 girls receive ongoing holistic care in the Tom Dy center by end of December 2023

Welcome the angel of new year



Making papaya salad



Girls eat food



Phchum Ben Festival is one of the most important holidays in Cambodia. The girls who have family relatives got opportunity to visit their families in communities at large during this special occasion. Despite, the founder Somaly Mam and team brought the girls who have no family relatives to have sightseeing in Siem Reap, Angkor Wat temples for 4 days.



Health Care

The victims of sex trafficking, rape, sexual abuse or exploitation always carry scars and stigma deeply, that contribute to the damage of their physical and mental development. The girls received general physical assessment and immediate treatment upon arrivals at the center and the necessary follow-up consultations and treatments as required from our medical doctor.

What we said we would do

We said that we would provide 100% of healthcare to the 30 newly admitted girls upon arrivals in the Tom Dy center and 80 girls would receive ongoing healthcare follows-up and treatment as required.

What we did

100% of 32 newly admitted girls to the Tom Dy center received general healthcare assessment with common symptoms of bacterial vaginosis, cervicitis, dental curries, diarrhea. 113 girls received 1,055 healthcare follows-up and treatment as required with the common symptoms of common cold, pharyngitis, pruritis, epistaxis and ear checking throughout 2023. The level of achievement is higher than we planned for with good result of following activities:

- 88 girls received 11 national vaccinations of papillomavirus, encephalitis, tetanus, Covid-19, flu and hepatitis B.
- 76 girls received dental care treatment and training sessions in partnership with Cambodia World Family. 2 of them received serious treatment.
- 72 girls received EENT (Eyes, Ear, Nose and Throat) care treatment in partnership with children surgical center. 10 of them received treatment of myopia glasses.
- 21 girls received blood tests on CBC, glycaemia and Ag-Anti-HBS. 20 of them received HIV test with their right-based consent.
- 10 girls received medications for serious life treatment, emergency care and hospitalization;
- 5 girls received other treatment such as hepatitis B, Ultrasound and PCR detected and Esthetic.
- 75 girls received basic healthcare training on pruritis and overheating and epistaxis.

Take care of girls' health



Dental care for the girls



Provided vaccinations



Psychology

Recognizing that the core effects of psychological trauma are disempowerment and disconnection, the recovery process focuses on empowerment and in making new connections for the girls we work with both in center and at communities. They received psychosocial counseling assessment, immediate treatment upon arrivals at the center and the necessary psychosocial follow-up as required from our psychologists.

What we said we would do

We said that we would provide 100% of psychosocial counseling assessment to 30 newly admitted girls upon arrivals in Tom Dy center and 66 girls would receive ongoing counseling follows-up and treatment as required.

What we did

100% (32) newly admitted girls to the Tom Dy center received general psychosocial counseling assessment with common symptoms of difficult to sleep, low mood, nightmare, poor attention and homesick. 99 girls received psychosocial counseling follows up and treatment as required on case-by-case basis. Number of girls received psychosocial counseling supports is higher than we expected with good result of following activities:

- 88 girls received 20 art-therapy sessions on trauma healing and remedies;
- 80 girls received 33 self-help group sessions on various topics of anger management, positive self-talk, processing of court, procedure of court, self-care, self-reflection, self-esteem, self-love, self-awareness, reflection feeling, empathetic person and build self-confident;

- 61 girls received 4 sessions of Primary Mental Health Care and Prevention Education on various topics of relaxation technique, anger management and psycho-education about depression;
- 94 girls trained and practiced weekend yoga-training of 53 sessions in Tom Dy center;
- 13 girls received counselling before, during and after giving testimonies and attending trials at courts;
- 8 girls received psychosocial counselling before, during and after taking-in process to Tom Dy center;
- 5 families of girls received counselling during legal process of testifying and attending trials at courts;

Art therapy session



Self-help group session



Meditation on Buddha's Day



Primary Mental Health Care and Prevention Education



Legal Protection

The legal team ensures all victims, whom we work with, who involved with legal process, are provided with legal assistance and representation throughout the legal proceedings and works closely with other legal aids partner organizations and stakeholders to prepare legal cases; bring suspects to justice and ensure that victims are treated fairly throughout judicial processes.

What we said we would do

We said that 60 girls involved with legal process, would receive legal assistance throughout the process, in which 30 of them would leftover by end of 2022 and 30 others would be newly admitted girls in 2023.

What we did

63 girls received legal assistance throughout legal process. 34 of them leftover by end of 2022 and 29 others were newly admitted girls in 2023. We accomplished over what we planned for with good result as following:

- 57 suspects were brought to justices. 20 of them leftover from last year and 37 others were new cases in 2023;
- 26 lawyers were requested from legal-aids partner organizations and voluntary lawyer-firm of Samdach Hun Sen to defend and represent the victims throughout the legal process at courts;
- 29 victim girls received forensic analysis for pressing charges against their perpetrators at courts;
- 43 girls received 25 testimonies and 24 trials at courts (in some cases, girls went to courts more than one). 19 perpetrators were convicted to imprisonment. The lowest and highest sentences were 18 months to 12 years in jail. The lowest and highest compensation were 4 million to 32 million Riels but the victim had never received the compensation;
- 55 girls received 317 monitoring and follows up with lawyers on their legal cases progresses. 27 in-person meetings and 219 phone calls were conducted with DoSVY and local authorities on newly admitted cases.

Meetings local authorities on taking-in new victim girls



EDUCATION AND TRAINING

To ensure that the girls receive a solid education and vocational skills training in a safe environment in public schools and at professional service providers for vocational skills training. We said that 186 girls will receive education and vocational skills training support as work plan by each category below. The education we provide to the girls start from kindergarten to university as the following categories:

1. 75 girls will receive middle and high school scholarship staying inside Tom Dy center;
2. 78 will receive middle and high school scholarships staying outside center with families;
3. 18 girls will receive higher-degree university scholarships and;
4. 15 girls will receive Vocational skills training scholarships.

Why do we do it?

The ultimate objective is to enable the beneficiaries to attain self-sufficiency, particularly financial independence through sustainable career solution, by supporting them with job employment or run their own business post-graduation, utilizing the skills they equipped with.

What difference did it make?

191 girls received middle and high school scholarship while staying inside the Tom Dy center; middle and high school scholarships staying outside the center after they recovered and reintegrated to their families in communities at large across Cambodia; higher-degree university and vocational skills training scholarships. Our level of achievement is higher than we planned for.

8 middle and high-school scholarship holders had taken their upper-secondary schools to high-schools. All of them passed the exams.

7 girls (2 re-exams) had taken their high-school diploma exams (Bac II). 3 of them passed the exams.

kindergarten class in center



Follow-up of in MHSO



Outstanding certificates



Middle and High School Scholarships Staying Inside Center

What we said we would do

We said that 75 girls would receive middle and high scholarships staying inside the Tom Dy center.

What we did

83 girls received middle and high scholarships while they stayed in the Tom Dy center. They received uniforms, school supplies, daily pocket money for their light snack at school on school day, daily transportation to and forth school, enrollment support, regular monitoring and follow up and other necessities. Their movements out from the center are:

- 1 of them completed high school grade 12 and moved to higher-degree university scholarship;
- 1 of them recovered, referred to get vocational skills training scholarship of beauty salon;
- 9 of them reintegrated to families with middle and high school scholarships staying outside the center;
- 72 others are ongoing middle and high school scholarship holders staying inside center.

Pick-up girls from school



Support school supplies



Girls at public school



- 9 peer-learning groups were formed by selecting the outstanding students in class both primary and high schools to teach the lower students. 6 groups were for 45 primary students and 3 others were for 22 high school students;
- 9 middle and high school scholarships staying inside the center, studied grade 6, 9 and 12 received extra classes at schools. 5 of them were grade 6; 3 of them were grade 9 and 1 was grade 12;
- 20 girls received school referral paperwork to support their enrolments in public schools. 13 of them were the middle and high school scholarships staying inside Tom Dy center and 7 others were middle and high school scholarships, who reintegrated to live with their families and continue their education in communities at large;

- 10 monthly meetings were conducted with all the middle and high school scholarships staying in center to follow up their education progressed at public schools;
- 3 outstanding students, who studied hard, of top mark from number 1 to 3 were encouraged and motivated with gift. 1 of them studied in primary and 2 others studied in high schools.

Middle and High School Scholarships Staying Outside Center

What we said we would do

We said that 78 girls would receive middle and high scholarship after they recovered staying outside the center with their families.

What we did

78 girls received middle and high school scholarship supports after they recovered staying outside the center with their families in communities. They received uniforms, school supplies, bicycles, enrollment support, regular monitoring and follow up and other necessities. Their movements out from the program are:

- 3 of them completed high-school grade 12 and moved to higher-degree university scholarships;
- 3 of them dropped out to work and run small business to earn income to support the families;
- 2 of them re-admitted to the center due to high-risk condition for safety reason;
- 4 of them dropped out due to some reasons;
- 66 others are ongoing middle and high school scholarships staying outside center with their families;
- 12 middle and high school scholarships staying outside center received 1 bicycle each;
- 11 middle and high school scholarship holders studied grade 9 (7) and 12 (4), received additional classes by using monthly pocket money supported by the PM of RGC to cover their additional classes;
- 69 middle and high school scholarship staying outside center received 235 monitoring and follows up from our education and training program team.
- 68 middle and high school scholarship holders, who live with their families in communities at large, received Covid-19 vaccinations.

Support school supplies to middle and high school scholarship staying outside center



Higher-Degree Scholarships for University

What we said we would do

We said that 18 girls would receive higher-degree university scholarships to study in universities.

What we did

21 girls received higher-degree university scholarships to study in various universities in Phnom Penh. 10 of them leftover by end of December 2022 and 11 others are new scholarship recipients in 2023. The number of achievements of higher-degree university scholarship holders is higher than what we planned for because 4 of them we planned for them to enroll by early 2024 but they did so by end of 2023 post their high-school grade 12 exams.

All university scholarship holders, who studied year 1 and 2, stayed in center, year 3 onward moved to stay outside the center to start living independently by their own and they can start intern or find part-time job to gain work experiences and earn income. During their stay in the center, they started to giving back by supporting the daily work of the center after their school. Samdech Akka Moha Sena Padei Decho Hun Sen, the Prime Minister of the Royal Government of Cambodia supported them scholarships of school fee. We supported them monthly living allowance, English and computer classes, healthcare, 1 laptop for each scholarship holder to support their studies, personal usage-kit and short course training on how to write CV; cover letter and basic financial literacy. Their movements out of the program are:

- 5 of them successfully graduated bachelor degrees of law, public administration, marketing and communication, active military officer and management. Now, they all of them get full-time job by utilizing the skills they studied in.
- 16 others are continuing their higher-degree university scholarships in Phnom Penh;

- 9 higher-degree university scholarship holders received 1 laptop each to support their studies;
- 21 higher-degree scholarship holders received 183 follows-up on their studies progresses, health and other problem encountered from our education and training team members;

CV writing training course



Looking for universities



The university scholarship holders with our founder, Somaly Mam



Vocational Skills Training Scholarship

What we said we would do

We said that 15 girls would receive vocational skills training scholarship.

What we did

9 girls received vocational skills training scholarship. We supported vocational skills training scholarships to the young women who could not study general education in public school due to some reason. We did not run the in-house vocational skills training but we sent our vocational skills training scholarships to train in the skills they chose at external professional service-providers. We supported them training fee, training materials, monthly living allowance, healthcare, psychosocial counseling, orientation sessions to support their informed-decision:

- 5 of them successfully graduated their chosen skills training;
- 4 others are continuing their chosen skills training.
- 27 monitoring and follows up were made with all vocational skills training scholarship holders.

Vocational skills training scholarship



English class

What we said we would do

We said that 65 girls would receive English language class.

What we did

77 girls received English classes. 58 girls received English language class on various levels of course books of English File Elementary third edition; Elementary fourth edition; Super mind (level III); Let's go II level and English Alphabet. We provided English class in the center to the girls by shifting around their classes at public schools because some girls had school in the morning and others did it in the afternoon. The achievement presented here is higher than we planned for. We divided the English class into two groups, in which the older girls received the class on a daily basis and the smaller ones (19 girls for pre-school) received class on weekend that taught by one of our survivors who graduated bachelor degree in Art of English. Due to time constraint we could not teach the smaller girls on a daily basis.

- 8 outstanding students received appreciation certificates. 3 of them studied Let's Go 3; 3 of them studied English File Beginner and 2 others studied English File Elementary.
- 24 girls successfully completed Let's go 3 (18), Super Mind 3 moved to Beginner English File (4); moved to Elementary English File (2). 3 of them were outstanding students in class received appreciation certificates.
- <https://accounts.intuit.com/app/sign-in>13 of them reintegrated to their families; 1 of them moved to higher-degree university scholarship and 44 others are ongoing students of English classed.

English Class in Tom Dy Center



Computer class

What we said we would do

We said that 70 girls would receive computer class.

What we did

49 girls received computer class on English and Khmer Typing, MS Word; Adobe Photoshop; Adobe Flash; Internet and Email; Animation 2D. 4 of them reintegrated to families in communities and 45 others are ongoing students. We provided computer class in the center to the girls by shifting around their classes at public schools because some girls had school in the morning and others had it in the afternoon.

The achievement was lower than the plan due to time constraint (public school), lack of resources and we focused more on older girls rather smaller ones:

- 29 girls successfully graduated Ms. Word (10); Ms. Excel and PowerPoint (11) and Adobe Photoshop (5) and Adobe Flash (3) programs and received the completion certificates;
- 14 outstanding students of Adobe Flash (3); Excel (3); Photoshop (3) and peer-learning support (5) of computer class received appreciation certificates and gifts.

- We renovated the computer class by re-painting its color from grey-white to light-green to protect the girls' eye from reflection of sunlight into the class and decorated to be more attractive.

Computer class in Tom Dy Center



Library

What we said we would do

We said that 80 girls would access to read various books and other resources in library in Tom Dy center.

What we did

81 girls accessed to read various books and other resources in library in Tom Dy center.



ECONOMIC EMPOWERMENT

The ultimate goal is for each girl to achieve self-independence. At this phase, girls involved in the program are less dependent on support from AFESIP Cambodia and are capable of giving back to other girls who are working to get to this phase. When the girls have made substantial progress on their recoveries; education and training, it begins a process of reintegrating them back to a regular life in community at large. This process involves working as an apprentice or intern, or run own business.

Why do we do it?

The girls start working as an apprentice or intern, or run own business by utilizing the skills they equipped with to earn income. They learn to live independently and manage their own money, where they start a process to achieve financial independence through sustainable careers.

What difference did it make?

The young women, who graduated from their chosen major and skills training, reintegrated with job employment and micro-business by utilizing the skills they studied in to earn income for supporting themselves and their families. They start the process to achieve financial independence through sustainable solution career

What we said we would do

We said that we would reintegrate 14 girls with job employment and micro-business, after they graduated their chosen major and skills training. We supported business starting-kit for those reintegrated with small business and monthly living allowance for the first 3-month for those reintegrated with job employment utilizing the skills they were trained in. Continued support regular monitoring and follows up, healthcare, psychosocial counseling, basic business and work consultation, additional support post-reintegration where necessary on case-by-case basis.

Reintegrated with small businesses and middle and high school scholarship support



What we did

16 girls reintegrated with job employment and micro-business. 3 of them reintegrated with micro-businesses and 10 others reintegrated with job employments.

- 76 girls received 138 family visits. 122 of them were family visits to community at large and 16 others were family visits took place at the Tom Dy center;
- 27 newly admitted girls received personal career development plan;
- 75 actively reintegrated girls received 285 monitoring and follows up by in-person via phone calls;
- 2 families of the girls received family support for supporting healthcare and business development.
- 6 reintegrated girls received additional support post-reintegration for supporting healthcare (1); business expansion (3) and wedding ceremonies (2).

SURVIVOR EMPOWERMENT NETWORK (SEN)

SEN is a formulation a group of survivors, who have successfully recovered from all major physical and psychological injures, reintegrated back into communities across Cambodia. The aim is to empower and promote social welfare and the well-being of survivors. Sensitize and raise awareness to the public at large as they call for better solutions. Each of the SEN members plays a significant role as change-makers in their communities by bringing the voices of the voiceless to the forefront.

Why do we do it?

SEN integrates their collective voice with targeted action aligned with the direction of a key goal, “ Empower victims to become Survivors, and empower Survivors to be a part of the Solution”. Survivors are brilliant change-makers in the field of this work and they are role models from which other victims can draw inspiration and courage.

What difference did it make?

The survivor empowerment network members work to support our program beneficiaries both at the center and community.

What we said we would do

We said that we would identify and award 57 SEN members.

What we did

59 SEN members. 37 of them leftover from previous years and 22 others were new members. 3 luncheons were organized with SEN members, where 2 of them were in Phnom Penh and another was in Siem Reap. The objectives of the meeting were to share experience, challenges, update the work of SEN and strengthen relationship with each other.

- 1 annual fair vote was conducted by the girls themselves in Tom Dy center to select the team leaders at their best interest to bring out the voices of their needs at center. 5 girls were selected by vote to be the team leaders;
- 119 girls continued to receive monthly allowance supported by PM of the RGC;
- 16 meetings were conducted. 4 of them were conducted with team leaders to support their daily activities and 12 others were carried out with SEN team, program staffs and girls in general as the need be to support and give them directions;
- 150 girls have received godparents support through Solyna Foundation based in Switzerland.

3-generation graduation of survivor empowerment network members



Annual fair voted to select team leader



STAFF AND PROJECT MANAGEMENT

Staffing

36 staffs worked for AFESIP-Cambodia in 2022. 22 of them were female and 14 others were male staffs. 84% of our full-time female staffs are survivors. Our work is to empower Victims to become Survivors and Empower Survivors to be part of Solution because survivors are brilliant change-makers in the fields of our work and they are the symbol of rule model for the other victims to look up. The survivor staffs are currently holding job titles as senior management team member and program managers of Survivor Empowerment Network, Nurse and Center Manager, Education and Training, Coordinator of higher-degree university and vocational skills training scholarship, Psychology, Economic Empowerment, Care Givers, Cook, Finance Officer, Sponsorship Coordinator of godparents, Assistant to Legal Protection Officer and Statistics and data entry and administrator.

Project management

Bi-monthly meetings had been conducted regularly with all program managers aiming at sharing work progressed of each program; receiving feedback of following-up action from previous meetings; receiving update; develop tools and or any tasks as required; developing next plan of action for any certain activities and so on. This was a part of team work building; staff capacity building and project management for the staffs. Each program conducted weekly meetings with its program staffs for the same purpose.

Every month, each program manager had to develop its monthly activity and budget plan of the program in alignment of master plan and submitted to its Line Managers for approval on every 25 of the months and submitted monthly activity report of project implemented to Line Managers on every 1st week of following month. Every 4th week of the month each program staff had to update or record their fieldworks into paper files for database computerization to produce internal and external reports.



Staff capacity building training courses

- We built up capacity of our staffs on series of various short-courses training on sexual harmful behaviors of children (2 staffs); inclusive child protection (2 staffs and 3 interns); online training on Ensuring Access to Essential Social & Economic Services (3 staffs); 3-day training course on Psychological First Aids (26 staffs); Expanding English Reading Program (1 staff) and KPMG Key updates on the new LoT and VAT on E-commerce.
- 13-14 November 2023, we conducted the annual consultative workshop on reviewing program achievement of 2023 and developed workplan 2024 of each program, at Tom Dy recovery center, Phnom Penh.

The accomplishments above are complying with our vision and general objectives to care for and secure the rights of young women and girls who are victims or at risk of being victims of slavery and to successfully recover, educate, train and reintegrate them into mainstream society through financial independence in a sustainable and innovative manner. Helping and teaching them how to achieve financial independence through sustainable careers. They become part of our survivor empowerment network.

WORK PLAN FOR 2024

106 girls will receive recovery service and safe accommodation at Tom Dy center in 2024, including nutrition, healthcare, psychosocial counselling and legal assistance. 30 of them will be newly admitted girls and 76 others will likely be leftover by end of 2023.

- Continue to follow up criminal procedure enforcing with minor victims who are under 10 years old, should not attend trial at courts (PM).

203 young women and girls will receive middle and high school; higher-degree university and vocational skills training scholarships.

32 recovered girls will be reintegrated with job employments, micro-businesses and to their families in communities at large.

79 active survivor empowerment network members will support various areas of our work both in the center and communities. 20 of them will be new members.

Staff capacity building training on food and nutrition preparation for cook (recommended by inspection findings; study-tour exchange program on center operation and healthcare; 12 Clinical Supervisions for psychologists; Trauma-Informed Care and Self-care; 6 group interventions for staffs who received First Aids training from CTRO in 2023; pedagogical training; leadership and public speaking skills;

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SUMMARY FUNDS AND EXPENDITURES

(Prior to audited)

Fund Receipts	
DONORS	TOTAL
Solyna Foundation	160,060.00
Project Futures	150,959.56
Orphanages Starfish Foundation	20,925.00
Cambodian Government	147,892.18
Natural Beauty Co.Ltd	51,000.00
Individuals/ Online	61,745.21
TOTAL	592,581.95

EXPENDITURES BY PROGRAMS	Jan-Dec 2023	
	USD	%
Recovery Services	317,669.75	52%
Training & Education	107,031.35	18%
Reintegration	43,191.63	7%
SEN (Survivor Empowerment)	76,482.55	13%
Administration	65,425.08	11%
Total	609,800.36	

MAJOR DONORS



The Royal Government of Cambodia



Individual Donors



The Royal Government of Cambodia Provides ongoing support of:

- 14,4 tons of rice for 12 months;
- Daily food of 240,000,000.00Riels for 12 months;
- Pocket money of 142,800,000.00Riels supported for 119 girls for 12 months and;
- Annual donation of \$50,000.00USD for filling in the gaps of general operation
- 20 higher degree university scholarships (tuition fee).
- Donated 2 new brands Tuk-Tuk for transporting the girls to schools.

