



**AFESIP**

AGIR POUR LES FEMMES  
EN SITUATION PRÉCAIRE

# AFESIP Cambodia

## ANNUAL REPORT 2010



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# *From the President*

*Dear Friends and Supporters of AFESIP Cambodia,*

It is with great pleasure and pride that I present our 2010 annual report.

As you will see in the following pages, this document is a showcase of our past year's work, which both highlights our achievements as an organisation, and recognises the challenges we face and areas in which we still have progress to make.

We have many reasons to celebrate: our HIV/AIDS Outreach Team continued to reach, educate and support huge numbers of women and girls who are currently working in the entertainment industry; our training programs for survivors of trafficking and sexual exploitation were expanded, with the addition of computing and agriculture skills trainings; and our Legal and Investigation Team played a vital role bringing perpetrators of human trafficking to justice. Traffic to our website increased to 151,395 visits (from 111,231 in 2009), demonstrating significant growth in the level of public engagement with our organisation and the issue of human trafficking.

Our work, however, is not over, and will not be over, until all women and children enjoy a world where they are safe from human trafficking.

This immense undertaking is 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. This report details our work throughout 2010, aiming to clearly show you how your money was spent and what difference it has made to the lives of women and children who have survived the unspeakable crime of human trafficking in Cambodia and the region.

These brave women and girls - their needs, interests and desires - remain at the forefront of everything we do; every program we operate, every activity we undertake. Each and every day we are moved and inspired by their courage and strength. This report is also about our accountability to them, our beneficiaries.

Myself, a survivor of human trafficking, I created AFESIP 15 years ago to prevent other girls suffering the same fate I did. Today as I stand side by side with my 'sisters', I aim to amplify their voices so that when they shout, the world will hear. These are their stories, their lives. I thank you for reading and hope that you will continue to support us in our work, and that you will shout in unison with us, demanding an end to human trafficking.

With deepest appreciation,



**Ms. Somaly Mam**  
Founder and President AFESIP Cambodia



# From the Executive Board

## *Dear Friends,*

Since I started at AFESIP Cambodia in 1998 I have seen enormous growth in the organisation year after year, and 2010 was certainly no exception. The number of women and children we provided shelter to rose to 339, 32 of whom were reintegrated back into the community throughout the course of the year, either through job placement or starting up their own micro-business.

To us, this represents success: a cycle of rehabilitation which has reached the phase of returning to independent living and rebuilding a life free from exploitation. This is our goal at AFESIP, and the new beginnings that we have helped these 32 women to achieve makes all our work worthwhile. They are 32 individuals, 32 voices, 32 hopes and dreams, 32 futures. 32 lives.

When I look at the passion and dedication of my colleagues at AFESIP and my peers on the Executive Board, I am proud to work alongside them to create change, despite the many challenges we face.

With an expanding staff and increased program activity, the role of the Executive Board becomes more and more crucial in the smooth running of our work and in the making of key decisions which impact on our effectiveness as an organisation.

I would like to thank my fellow Board members for their invaluable contribution to AFESIP Cambodia's successes of 2010.

2011 has already started impressively, and with such strong plans for development and improvement in place, I wholeheartedly look forward to what lies ahead throughout the rest of the year.

**Mr Uong Cheng**  
Chair of AFESIP Cambodia's Executive Board





# About AFESIP Cambodia

Established in 1996 by Somaly Mam, a victim of trafficking herself, AFESIP Cambodia works to combat human trafficking and sexual exploitation of women and children.

Our holistic approach includes: prevention for high risk individuals, legal and investigation to free trafficked victims and bring perpetrators to justice, rehabilitation focusing on physical and mental healing, education in the form of vocational training, literacy and core life skills, and reintegration to support individuals as they begin their new futures working alongside their family and communities.

Advocacy work and support at a National and governmental level is another key aspect in the fight against human trafficking. AFESIP Cambodia works closely with government officials and ministries, NGOs, community leaders and international partners to address the issues involved. We also hold public events have also been held to educate and open up the issue to the Cambodian public.

## Organisational goal

To provide and develop, in Cambodia, an appropriate response to the causes and consequences of trafficking for sexual exploitation of women and girls.

## Organisational objectives

- To develop and optimise prevention, assistance, rescue, repatriation, rehabilitation and reintegration of women and girls victims of trafficking for sexual exploitation
- To work with the Cambodian government in order to strengthen and encourage their involvement in fighting trafficking and helping victims
- To implement and materialise the regional network to fight against trafficking of human beings

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# Our Year in Action 2010

## **JANUARY** *Working Together for Improved Services*

In January 2010, AFESIP and The Somaly Mam Foundation commissioned external creative arts therapy organisation, Ragamuffin Project, to conduct an independent assessment of AFESIP's counselling and psychological care for trafficked and sexually abused children. The findings of this report have formed the basis for an ambitious development of our Psychology Department over the coming three years, in partnership with Ragamuffin Project.

## **FEBRUARY** *Supporting and Developing Reintegrated Women*

A one-day workshop on successful community reintegration for former AFESIP residents was held to provide a forum where ex-residents who are currently running micro businesses could share and learn from each other's experiences, and develop their personal plans and strategies to improve their living conditions, and the smooth and successful running of their businesses.

## **MARCH** *Celebrating all Women*

AFESIP Cambodia celebrated the 99th International Women's Day with events at both Tom Dy and Siem Reap centres, during which the history of this important day was explained to residents, followed by question and answer sessions, games and dancing.

We were also one of 27 Local NGOs and government ministries selected by the Ministry of Women's Affairs to participate in an exhibition of our work, presided over by Samdech Decho Hun Sen, Prime Minister of the Kingdom of Cambodia along with the First Lady, Bun Rany Hun Sen. An event was held at the Royal University of Phnom Penh, where we held an exhibition booth, displaying images representing our programs of work including our cooperation with the government. Documents, books and handicrafts were available at our stall.

## **APRIL** *Khmer New Year Festivities*

AFESIP residents and staff came together at our Kampong Cham centre to celebrate Cambodia's biggest annual holiday - the Khmer New Year - over three days.

Festivities included making offerings to the monks and praying at the local pagodas, and various traditional Khmer games and dancing at the centre, in the pagodas, and the local villages.

## **MAY** *Community Collaboration*

In recognition of International Children's Day on June 1, our Kampong Cham centre was privileged to host an event which saw almost 2,000 participants from the local schools and community take part. Her Excellency San Arun, Secretary of State of the Ministry of Women's Affairs attended as a guest speaker, and other notable attendees included provincial and district officials, including local police.

The event was recorded by state television channel, Television of Cambodia (TVK), and broadcast the following day, and on CTN and Bayon channels on Monday 31 May 2010.

## **JUNE** *Helping Women to Exit the Sex Trade*

In June alone, a total of 4 women exited the sex industry through the support of AFESIP staff and programs by taking up residence in one of our centres. Over the course of 2010, a total of 40 women exited the industry with our help, and a further 75 were referred to us by partner organisations and authorities – 115 women in total.

## **JULY** *Bringing Perpetrators to Justice*

An AFESIP resident who was a victim of cross-border human trafficking had her case heard in court, with the support of AFESIP's Legal & Investigation team. The perpetrator was convicted of the crime and sentenced to 17 years imprisonment and to pay 60,000,000 riel (US\$15,000) compensation to the victim.





### **AUGUST** *Reintegrating Survivors*

At the end of August we assisted one of our residents to reintegrate into the community in Kandal Province with a sewing business, providing ongoing support to her family and community. In our follow-up visits since then we have learned that her business is thriving and that she is making an average profit of 24,000 riel (US \$6). She has also now decided to collaborate with a friend to run a new business selling meat balls and eggs.

### **SEPTEMBER** *Utilising Technology*

GPS training was provided by the Statistics Manager to 29 AFESIP staff to enable us to geographically map out the locations of trafficking incidents and where the sale of sex is taking place. As a result of this training, the Investigations Team was able to plot the locations of 41 sex establishments between October and December 2010.

### **OCTOBER** *Creating Partnerships*

On 11 October, we were delighted to sign a partnership agreement with Australian foundation, Connecting Hands, who will provide ongoing financial and awareness raising support to AFESIP Cambodia.

### *Fostering International Advocates*

On 12 October, U.S. Secretary of State Hillary Clinton visited our Siem Reap centre, where she met with about 50 of our residents and had the opportunity to hear their stories first hand. Secretary Clinton pledged her ongoing support in the fight to end trafficking for the purpose of sexual exploitation.

### **NOVEMBER** *More Partnerships!*

On November 29 AFESIP also signed an agreement with Lotus Culture, our new Singapore-based partner, who will support AFESIP on work related to education, psychological treatment and services, and employment of trafficking survivors. We are thrilled to be working together.

### *Linking Sex Workers to Government Officials*

On World AIDS Day, AFESIP took part in a celebration at the Institute of Public Health with the theme, "We promise to prevent HIV", attended by Her Excellency Mrs. Chou Bun Eng, Secretary of State and 8 NGOs. We are very proud to have also facilitated the attendance and participation of 101 sex workers at this event.

### **DECEMBER** *Developing and Valuing Our Staff*

From 29 December 2010 – 1 January 2011 a total of 94 staff from AFESIP Cambodia and Somaly Mam Foundation embarked on a three-day retreat in Koh Kong province for the purpose of meeting with and learning from key partner organisations and authorities along the Thailand-Cambodia border, as well as to provide much-deserved leisure activity and team building opportunities for our staff at the end of a long year!





# Success Stories: Our Beneficiaries

## **NEXT GENERATION LEADER** *Daly, 17 years old*

Daly was born as the youngest of six children into a very poor family in a Cambodian village not far from Siem Reap, near the Cambodia-Thai border. This area has been fraught with conflict over the years, and Daly's village did not have a school or other educational facilities, nor a hospital.

When Daly was a young child, her friend from the village was raped and murdered by a local man. The man was arrested and convicted, but was later released. Upon his release, he also raped Daly. She was about eight or nine years old at the time. Her family reported the assault to the village chief, who in turn made a police report, and the offender was again imprisoned. The police also informed Daly and her parents of several rehabilitation programs for survivors of sexual assault, including AFESIP and this is how she came to live at our Kampong Cham shelter for children.

In 2004 Daly's father committed suicide by drinking acid. Her mother suffers from alcoholism and does not generally work, although she sometimes sells fruit. Her mother was also forcibly displaced from her home as a result of land disputes and she now lives with her older sister.

Daly has now been living at the AFESIP shelter for almost 8 years. She is currently in Grade 10 at school, is the elected resident leader of Kampong Cham Centre, and sits on AFESIP's Executive Board, representing all residents from all three of AFESIP's shelters.

Through these two roles, Daly has displayed incredible leadership and has provided support to over 100 child trafficking and/or sexual abuse victims (or those at high risk) who have come through AFESIP's Kampong Cham shelter since she was elected as Centre Leader, and hundreds of women and children have been given a voice via Daly's representation on AFESIP's Executive Board, and her international awareness-raising efforts.

Taking on such responsibilities has also taught her many work experience skills, such as the writing of reports and



the chairing and organising of meetings and events. She has increased her social skills and her level of self confidence.

When we asked Daly what her dreams are for her own personal future, she told us that her one goal in life is to stop trafficking of children. Not only does she want to raise

awareness so that people understand the phenomenon, she also wants to show the world that while these children may be victims of heinous crimes, they are strong and able to stand up for themselves. Daly's professional dream is to study IT, as she believes that the skills acquired in this degree will help her to gather and spread information, raising awareness of child trafficking around the world.

**BRAIDING NEW BEGINNINGS**  
*"Srey On", 27 years old*

**"Srey On" studied until grade 9, at which point she stopped because her mother became ill and Srey On was required to work to support her family.**

Srey On got married when she was 18 years old and her husband brought her to work in Phnom Penh. When she was two months pregnant her husband took a second wife and left her to deliver the baby alone. Two years later she met a woman who persuaded her to work in a karaoke bar, where she was forced into prostitution.

Srey On completed her training in August 2009 and was reintegrated into her sister-in-law's house in Phnom Penh, with an initial grant from AFESIP of \$515 to start up her hairdressing business. She had good support from her family and has been able to earn between \$5 and \$7.50 per day.

Eventually Srey On found out about AFESIP through an ex-workmate and in November 2007 she made the decision to come and undertake vocational training in hairdressing. She also benefited from legal aid and medical and psychological treatment.

Our follow up visits have shown that Srey On is continuing to do well to support herself, is working hard with clear ambition and purpose, and that she has plans to improve her shop. As such we have provided an additional support grant of \$250 and we will continue to provide support to help her develop her business.

**JUSTICE FOR DISABLED SURVIVOR**  
*"Kunthea", 21 years old*

**Two years ago, a woman came to AFESIP for assistance in finding her missing disabled daughter, "Kunthea", who is both hearing and speech impaired.**

Kunthea had been trafficked to Thailand two years prior, where she had been enslaved in commercial sexual exploitation ever since. AFESIP collaborated with the Koh Kong provincial anti-trafficking police authorities to intervene in the situation, and attempt the repatriation of Kunthea. After about two months we were informed that a suspicious brothel in Trat Province (Thailand), on the Cambodia border, had shut down and that the victims had been freed.

mother's house and saying that he was her husband, yet escaped at the first opportunity.

Sure enough, a young man soon brought Kunthea to her

With Kunthea reunited with her mother, AFESIP began working on the legal process of filing complaint against the 'husband' on suspicion of trafficking. Collaborating with Cambodian Defenders Project (CDP), who provided legal aid and representation, and Krousa Thmey organization who provided sign language interpretation, the case came to trial, and the perpetrator was convicted of trafficking charges and sentenced to seven years' imprisonment.



# *Our Priorities in 2010*

## *Were to:*

- **Promote** access to primary healthcare, and to reduce the risk and impact of HIV/AIDS among female sex workers
- **Provide** equitable access to quality recovery, education and vocational skills training with special attention to victims of trafficking for sexual exploitation and/or women and girls deemed at high risk
- **Offer** legal protection support to victims of human trafficking for sexual exploitation and/or those at high risk
- **Develop** communities through sustainable income generation for survivors of human trafficking for the purpose of sexual exploitation and their families
- **Advocate** for victims and survivors through global awareness-raising, and by collaborating with governments and authorities to develop, implement and improve decrees, laws, protocols, directives and policies at international, national and regional levels.



# Our Work

## Programs

AFESIP Cambodia's core programs of work are:

1. **Outreach**
2. **Legal and Investigation**
3. **Medical Clinic**
4. **Psychology**
5. **Shelters**
6. **Training**
7. **Reintegration**



## OUTREACH

AFESIP Cambodia's social outreach teams operate in 8 of the 24 provinces across the country. The teams regularly visit sex establishments to distribute condoms and other hygiene and sanitary items, as well as raise awareness regarding HIV/AIDS, STDs, drug abuse, personal hygiene, human rights and self protection. These visits are essential as they are the first steps in developing trust between the sex workers and AFESIP Cambodia. The outreach team informs them about our services and encourages them to visit the free AFESIP clinic where they can receive medical treatment and speak to a counsellor in private.

Concurrently, the team tries to gain information about trafficking cases and elicits information about the place of prostitution which it will pass on to the investigations team. The outreach team also works to educate the male customers by distributing condoms to them and discussing safe sex practices and trafficking issues.

Our Peer Team is trained by the Outreach Team and provides vital assistance to the work of the HIV/AIDS prevention program. They are all either currently working within the sex industry or have formerly done so, immediately giving them a much stronger connection and level of trust and understanding with the girls and women that the team is communicating with. They dispense condoms, lubricants, educational messages, as well as playing a key role in identifying victims and gaining information which can be used to carry out rescues.

### **Why do we do it?**

Gaining access to high numbers of women working in the sex industry, across a wide range of venues and establishments enables AFESIP to achieve our outreach objectives of reducing the contraction and transmission of HIV/AIDS through education and condom distribution, and enables us to identify cases of trafficking and forced prostitution, and provide referrals and exit strategies to those in the sex industry.

### **What difference did it make?**

In 2010 we reached 21,919 entertainment workers across Cambodia. We also educated 912 male buyers of sex on condom use, HIV/AIDS and STDs. We referred 194 women and girls for HIV testing, and we facilitated 18 women from regional provinces to exit entertainment work.



# The detail:

## **Visits**

The AFESIP Outreach Team makes daily visits to establishments and areas across the country where sex is sold.

### ***What we said we would do***

We said that in 2010 we would visit 850 establishments and areas where sex workers work.

### ***What we did***

1039 various sex establishments, and 21,919 individual women and girls, were visited by AFESIP Outreach social workers and Peer Team over the course of the year, including beer gardens, brothels, karaoke bars, public parks and snooker halls.

## **Educating Sex Workers**

Our Outreach and Peer teams provide trainings to sex workers on the following issues: personal hygiene, STDs/STIs, HIV/AIDS, drug abuse, basic human rights and domestic violence. The trainings take the form of group sessions in the women's workplaces during which AFESIP Outreach staff talk about the issues and provide information on solutions and support services, and allow the women time to ask questions. The topics covered are tailored to the individual needs of the women in each location.

### ***What we said we would do***

We said we would provide 44,000 individual trainings on the above educational messages over the course of 2010.

### ***What we did***

57,487 trainings took place covering the above educational training messages:

- 46,001 trainings were delivered by social workers
- 11,486 trainings were delivered by the Peer Team



## **Educating Buyers of Sex**

The Outreach Team also aims to educate buyers of sex on HIV/AIDS, STDs/STIs and condom usage.

### ***What we said we would do***

We said that 910 individual trainings would be conducted to clients/ buyers of sex.

### ***What we did***

912 trainings were delivered to buyers of sex at a number of different types of suspicious sex establishments.



## **Identification of exploitation for investigation**

Throughout the course of our Outreach Team's daily work, they also attempt to gather information about women and girls in more serious situations who might require help, including possible trafficking victims, cases of forced prostitution, and children.

### ***What we said we would do***

We said that our Outreach and Peer Teams would identify 15 suspected victims of sexual exploitation, and that this information would be passed to our Investigation Team for further investigation. Please note that this target is in addition to the targets listed under our Legal and Investigation Program.

### ***What we did***

Two suspicious sex establishments were identified and referred to the Investigation Team.

We recognise our shortfall in not meeting our target. Since new trafficking laws came into effect in Cambodia in 2008, our Outreach Team has faced further challenges in gaining access to women and girls in the worst conditions, as police arrests have increased and brothel owners/managers are

more and more cautious about allowing AFESIP access to their establishments. The women themselves are scared to talk to us and it is difficult for us to gain accurate information. As such, we identified two establishments for further investigation which denied us access and which we believed contained underage girls.

### **What difference did it make?**

Both cases were ultimately dropped due to insufficient evidence.

### **Referrals**

AFESIP has built up a network of external clinics, hospitals, NGOs and other facilities which provide specialist treatment. The Outreach Team constantly draws on these resources, referring sex workers to those who can provide the most appropriate treatment and care.

### **What we said we would do**

We said we would refer 100 women working in the sex industry for specialist support and treatment by partner organisations and facilities whenever necessary.

### **What we did**

A total of 640 girls and women were referred (with consent) to undergo checks and blood tests at external health centers for the following:

- 90 women/girls underwent HIV/AIDs testing
- 446 were checked for various STDs
- 104 were tested for both HIV/AIDs and STDs

Counselling services were available to all women receiving checks and tests.

### **Condom distribution**

Condoms and sanitary items are distributed by our Outreach and Peer Teams, as well as by our medical clinic.

### **What we said we would do**

We said we would distribute condoms free of charge to women and girls working in the sex industry, as well as buyers of sex.

### **What we did**

We distributed 692,216 condoms. In addition, we distributed 8,503 soaps and 4,113 toothpastes/toothbrushes:

- 521,362 condoms, 7,127 soaps, and 2,372 toothpastes/toothbrushes were distributed by social workers to sex workers at various sex establishments
- 23,368 condoms, 1,376 soaps and 1,741 toothpastes/toothbrushes were distributed to sex workers who visited the AFESIP medical clinic in Phnom Penh
- 15,456 condoms distributed to clients at various sex establishments by social workers
- 132,030 condoms distributed to sex workers at various sex establishments by Peer Workers

### **Exits**

Our social workers and peer workers assist women and girls in the sex industry to exit sex work in a safe and sustainable manner, by encouraging and facilitating moving to an AFESIP residential shelter to undertake vocational skills training.

### **What we said we would do**

We said we would assist 30 women to exit sex work through our Outreach Team social workers in regional provinces. Figures for Phnom Penh exits appear within Medical Clinic outputs.

### **What we did**

The Outreach Team was responsible for the exit of 18 women and girls from sex work, who have now taken up vocational skills training at AFESIP centers:

- 1 case exited through the assistance of the AFESIP Social Worker in Koh Kong
- 3 cases exited through the assistance of the AFESIP Social Worker in Pailin
- 3 cases exited through the assistance of the AFESIP Social Worker in Poi Pet
- 9 cases exited through the assistance of the AFESIP Social Worker in Siem Reap
- 2 cases exited through the assistance of the AFESIP Social Worker in Stung Treng

### **GPS Mapping of sex establishments**

Staff of our Investigation and HIV/AIDS programs received GPS mapping training this year, conducted by the Head of Statistics.

### **What we said we would do**

We said that we would map sex establishments in the 8 provinces/cities where our HIV/AIDS prevention program operates by using GPS technology.

### **What we did**

While we do not currently have the GPS technology, locations of 41 sex establishments have been coded and labelled in 8 provinces and cities across the country, in order to be mapped and computerised using GPS in 2011.





## LEGAL AND INVESTIGATION

The Legal and Investigation Team ensures all victims who we work with are provided with legal assistance and representation throughout any legal proceedings and works closely with other organizations to prepare legal cases. Their aim is to bring traffickers to justice. The team also works to gain information about potential trafficking cases, and conducts investigations to gather further evidence and compile a strong case to pass to the police for official raids or rescue operations. Our team of male investigators visit brothels in order to identify victims who are minors, those who are being forced, or those who simply wish to leave sex work. In cases of cross-border trafficking, they work in close cooperation with

all relevant authorities, as well as partner NGOs and services in the region to ensure the safe repatriation of Cambodian nationals.

They also work to empower survivors and women and girls at risk of trafficking through educating them about their human rights.

### **Why do we do it?**

Conducting regular thorough investigations of suspected cases of trafficking and or forced prostitution helps us to bring perpetrators to justice. Collaborating with local, national and international authorities assists in increasing their competency and awareness of trafficking issues, and helps ensure that victims are treated fairly throughout judicial processes. Finally, identifying borderline trafficking points and high-risk communities and individuals helps us to prevent trafficking cases before they happen.

### **What difference did it make?**

12 victims has their cases result in legal action in 2010, while 20 complaints of perpetration of trafficking or sexual exploitation were filed to the Bureau of Anti-human Trafficking and Juvenile Protection of the Ministry of Interior, and 21 suspects were convicted. AFESIP also facilitated the rescue of 20 victims in 2010, in cooperation with the police.

## The detail:

### **Sex establishment visits**

Our Investigation Team makes regular visits to establishments where sex is sold where we have reason to suspect cases of trafficking and forced prostitution.

#### **What we said we would do**

We said that we would visit 150 suspicious sex establishments to gather information about cases of trafficking and or sexual exploitation.

#### **What we did**

353 suspected cases of trafficking at a total of 238 establishments were visited by our Investigation Team in 2010. 319 cases were Cambodian women/girls and 34 cases were Vietnamese nationals.

In addition, 377 follow-up visits were conducted in 2010.

### **Case investigations and legal action**

Of all the cases visited, a small number will be pursued by the Investigation Team as thorough investigations, depending on the evidence available. Our Investigations Team works closely with our Legal Team to pass on sound information on cases of trafficking and forced prostitution, to seek justice for victims through the legal system.

#### **What we said we would do**

We said that in 2010 we would aim for as many investigated cases of trafficking victims as possible to result in legal action.

#### **What we did**

Of the 353 visits conducted, 31 of these cases were developed into investigations in 2010, and of these, 12 resulted in legal action. 14 of the 31 investigation cases were identified by AFESIP's Investigation Team and the other 17 were passed on to us by informants.



## **Investigation of suspected perpetrators**

In addition to investigating cases of individuals who are suspected as being victims of trafficking and or forced prostitution, our Investigation Team also investigates leads on individuals suspected of perpetrating trafficking, mostly brothel owners and pimps.

### ***What we said we would do***

We said that we would investigate all suspected perpetrators reported to us or identified by our teams.

### ***What we did***

534 individuals (from a total of 353 sex establishments) were visited and or investigated regarding their possible involvement in the sex industry as perpetrators of human trafficking or forced prostitution. 276 of them were brothel owners and 258 were pimps.

## **Complaints filed**

Each year we file complaints of suspected perpetrators to the Bureau of Anti-human Trafficking and Juvenile Protection of the Ministry of Interior and/or other appropriate local authorities.

### ***What we said we would do***

We said that we would file up to 15 complaints in 2010.

### ***What we did***

20 complaints were filed during the reporting period: 12 cases were regarding allegations of both pimping and trafficking, one case was an allegation of pimping, 1 case was an allegation of trafficking, 2 were alleged rape cases, 1 case was regarding allegations of sexual abuse, 1 case was of kidnapping allegations, and two were regarding cases of disappearance.

## **Rescues**

Complaints filed by AFESIP are independently investigated by the police who thereafter apply for warrants from the courts. Once warrants are issued, the police typically invite AFESIP representatives to observe the rescue operations to ensure that victims are treated with dignity and respect throughout the process. The victims recovered from these operations are usually questioned by the police and then referred to the Ministry of Social Affairs. AFESIP offers medical and counselling support to the victims, and extends the offer to join one of our centres and undertake vocational skills training.

### ***What we said we would do***

We said that we would work with the police to rescue up to 50 victims, based on complaints formally filed by AFESIP.

### ***What we did***

20 victims were rescued in 2010, and four suspects were arrested as a result of 6 raid operations conducted by the police in cooperation with AFESIP.

This figure shows only the number of women/ girls who were rescued during AFESIP-backed police raids, and who chose to come live at AFESIP's shelters. It does not show the number of women who voluntarily remained in the sex industry following raids, nor does it reflect the number of individuals involved in non-AFESIP police raids.

## **Trials and prosecutions**

AFESIP works with the police and courts to try to ensure that complaints filed result in fair trials and that perpetrators are brought to justice.

### ***What we said we would do***

We said that up to 25 suspects about whom AFESIP complaints were filed would be arrested and convicted.

### ***What we did***

21 suspects were convicted in 2010. 14 victims testified in courts following complaints filed by AFESIP Cambodia. Please note that some of these complaints were from previous reporting periods





## MEDICAL CLINIC

The Sovann Raksmeay clinic in Phnom Penh is a vital service for women and girls who are still involved in sex work. They can be taken there free of charge by the AFESIP tuk tuk and gain non-judgemental access to free medical treatment, referrals, and health advice, counselling and condoms as well as access to bathroom facilities and a lounge/television area. It is also an opportunity for them to learn about the potential options available to them outside of the brothels and they are invited to visit the centres. The clinic also provides treatment for women and girls who are current residents of the 3 centres and frequently provides an essential secure base in central Phnom Penh for visiting residents to sleep.

### ***Why do we do it?***

Providing a free medical clinic for current entertainment workers helps with harm minimisation, as women can access regular HIV/AIDS and STD testing and treatment, and provides the opportunity for our staff to build trust with them over time to ultimately introduce the idea of exiting sex work through a supported strategy. We also operate the clinic to provide medical and psychological care to our residents.

### ***What difference did it make?***

1593 medical consultations took place in 2010, while another 24 women were referred for external specialist services, in addition to 267 of our patients who received HIV testing. We also supported the exit of 22 women and girls from the entertainment industry.

## The detail:

### ***Clinic consultations***

STD checks, general health consultations, and psychosocial counselling sessions are provided free of charge at the AFESIP clinic.

#### ***What we said we would do***

We said that 1,210 consultations would take place at the AFESIP clinic for women and girls who are either current residents of AFESIP shelters, or still working in the sex industry.

#### ***What we did***

1593 consultations took place.

### ***HIV/AIDS test referrals***

AFESIP cooperates with NCHADS (National Center HIV/AIDS Dermatology STD), Tuol Kork Health Center, and Chhouk Sor Association regarding the referral of our patients for consensual HIV/AIDS blood testing.

#### ***What we said we would do***

We said that we would refer at least 84 women and girls for HIV/AIDS testing at external facilities.

#### ***What we did***

267 of our patients were tested for HIV/AIDS.

### ***Other medical referrals***

When we do not have the capacity or expertise to manage or treat certain conditions ourselves, we refer our patients to partner facilities.

#### ***What we said we would do***

We said that we would refer any women and girls currently working in sex work for further medical treatment or advice at other external specialist facilities, as necessary.

#### ***What we did***

We referred 24 women and girls to external facilities for treatment on issues including ARV medication administration, obstetric care, domestic violence, and other health issues.

### ***Exits***

The medical staff at AFESIP's clinic encourage women and girls in the sex industry to exit sex work in a safe and sustainable manner, by encouraging and facilitating moving to an AFESIP residential shelter to undertake vocational skills training.

#### ***What we said we would do***

In 2010 we aimed to assist 25 women to exit sex work through the assistance and encouragement of our Medical Team.

#### ***What we did***

We assisted 22 women/girls who accessed medical and/or psychosocial treatment at the clinic to exit sex work and undertake vocational training at AFESIP centres.



## PSYCHOLOGY

Restoration of self-esteem, repair to damages in personal development, and regaining a sense of control over their lives are fundamental in the rehabilitation and reintegration process of trafficked women and children. AFESIP's psychological team provides ongoing support to all residents in its centres across the country beginning with an initial psychological assessment on arrival. Psychologists visit AFESIP centres on a regular basis offering essential services which aid residents through the challenging process of recovery and reintegration.

The main psychological symptoms are post-traumatic stress, anxiety, depression, difficulty concentrating, low self-esteem, grief, feelings of guilt, and suicidal intent. The psychologists at the shelter provide residents with anger management, group psycho-counselling, and individual counselling. Those who have serious trauma are referred to external specialized facilities at the National Program of Mental Health's Clinic of Child and Adolescent Mental Health (CCAMH) and the Trans-cultural Psychological Organization (TPO).

### **Why do we do it?**

Providing psychological support and treatment to our residents is imperative to their holistic recovery.

### **What difference did it make?**

79% of all annual residents received psychosocial assessments and treatment for symptoms as needed. We also provided psychological care to 73 reintegrated women. In 2010 we also commissioned an independent assessment of our psychology program, which has identified areas of improvement to be developed over the next three years.

## The detail:

### **Psychosocial assessments**

AFESIP's psychologist makes regular visits to all three residential shelters to make initial assessments of new residents, and provide ongoing treatment and care for all residents.

#### ***What we said we would do***

We said that 90% of new arrivals to AFESIP's residential centres would receive psychosocial assessments and (where necessary) treatment.

We also said that 90% off all residents (existing and new arrivals) would receive follow-up psychological care.

#### ***What we did***

86% of new arrivals in 2010 received general psychosocial assessments. Treatment was given for 510 diagnosed symptoms. 79% of all annual residents received psychosocial counselling sessions.

### **Follow up psychosocial counselling for reintegrated women**

We also provide ongoing support for reintegrated women, offering continuation of psychosocial counselling sessions.

#### ***What we said we would do***

We said that we would continue to support reintegrated residents by providing psychosocial counselling follow up sessions.

#### ***What we did***

73 reintegrated residents received psychosocial counselling sessions.



### **Art therapy and recreation for residents**

Art therapy and recreation are used as tools by our psychologists to help our residents express themselves and relax, both physically and mentally. Sessions included free drawing, painting, dancing, games and physical exercise.

#### ***What we said we would do***

We said that 80% of all annual residents would have the opportunity to participate in art therapy and recreation sessions.

#### ***What we did***

72% (247 of 339) residents participated in art therapy and recreation, across a total of 94 sessions provided by the AFESIP Psychologist throughout the year.



## **Assessment and improvement of our psychological care**

In January 2010 AFESIP and The Somaly Mam Foundation commissioned external creative arts therapy organisation, Ragamuffin Project, to conduct an independent assessment of AFESIP's counselling and psychological care for trafficked and sexually abused children.

### ***What we said we would do***

We said that we would implement recommendations coming out of the Ragamuffin report, and work in

partnership with Ragamuffin to develop and strengthen our Psychology Department and psychological and counselling services.

### ***What we did***

In 2010 in collaboration with Ragamuffin we identified gaps in our psychology and counselling human resources, and began the recruitment process of an international Trauma Care Specialist volunteer consultant, as well as two additional Cambodian national psychologists and a Cambodian national Clinical Coordinator.





## RESIDENTIAL RECOVERY CENTRES

AFESIP Cambodia has three residential centres to provide shelter, protection and rehabilitation to victims of trafficking, rape, and domestic violence as well as vulnerable children. Through a "victim-centered approach," AFESIP Cambodia is able to prepare the residents for reintegration so that they may rebuild their new lives in Khmer society.

- Tom Dy is a medium-term centre which offers a rehabilitation program and shelter for adult women. This centre now includes a childcare centre for children of residents who are under 5 years old.

- In Kampong Cham province, a long-term rehabilitation centre for girls under the age of 16 years has been operating since 1998.
- Our Siem Reap medium-term rehabilitation centre was opened in 2001. Like Tom Dy, in Phnom Penh, this centre was built to provide a rehabilitation program with vocational courses for residents.

All girls have access to a general health check upon their arrival at the centres with follow ups and treatment provided where necessary. Psychologists provide management of anger, psycho-counselling group, and individual counselling at the centres. Victims who have serious traumatisation are referred to external specialist facilities. A course in life skills has also been implemented for every resident.

We also have partnerships with shelters who have the ability to accommodate young boys. When necessary, we make referrals to organisations such as Krousar Thmey, Friends or World Vision-Cambodia.

### **Why do we do it?**

We believe in a shelter-based model to provide safe, holistic recovery from trafficking and sexual exploitation in a caring environment.

### **What difference did it make?**

339 women and children received shelter and care across our three centres throughout 2010, including 18 children and mothers who benefited from our childcare programs at Tom Dy and Siem Reap centres. 12 families of residents also received financial support from AFESIP.

## The detail:

### **Number of residents**

#### ***What we said we would do***

We said that we would provide safe shelter, care and treatment for 225 residents between our three centres over the course of 2010.

#### ***What we did***

Our total number of residents for last year was 339: 169 at our Tom Dy centre, 83 at Kampong Cham centre and 88 at Siem Reap centre.

193 were existing residents, still there from 2009, while 144 were new admissions during 2010. We also had 2 readmissions last year.

### **Demographics of residents**

#### ***Ethnicity***

329 were Cambodian and 10 were Vietnamese.

#### ***Age-range***

- 79 were under 16 years old
- 68 were between 16 and 18 years old
- 158 were between 19 and 25 years old
- 34 were over 25 years old and

#### ***Trafficking histories/case problems***

- 29 were cheated or lured into the sex trade by someone they knew
- 45 were exploited by sex trade
- 114 were high risk/prevention cases
- 42 were raped
- 1 was sexually abused
- 99 were sold
- 9 were domestic violence cases



### **Childcare**

We operate childcare services in both Tom Dy and Siem Reap centres since, enabling residents with children under the age of five to live with their children in the centre and still take part in a full-time vocational training program.

#### **What we said we would do**

We said that we would provide childcare free of charge to all residents of Tom Dy and Siem Reap centres during their vocational training hours.

#### **What we did**

18 children received childcare in 2010; 9 at Tom Dy Centre and another 9 at Siem Reap Centre.

### **Family Support**

AFESIP recognises that in order to elevate the situation of our residents, there are times when wider support is also necessary for their families and communities. As such, we provide both financial and in-kind assistance when deemed necessary.

#### **What we said we would do**

We said that 20 families of residents would receive financial support from AFESIP.

#### **What we did**

12 families of residents were provided with various types of support, including financial contributions towards setting up a new business, food support, and funeral expenses.

The shortfall in meeting our target was due to the fiscal year of our donors who are supporting this project. It is our intention that a further 8 families will be supported in 2011, bringing the total up to 20 over a 12 month period in line with funding. When planning our indicators in this area we did not accurately reflect the different funding and reporting periods.







## TRAINING

Vocational training delivered by AFESIP is directly linked to local market opportunities, the development of the country and the wishes and interests of the resident. Options include sewing, weaving and hairdressing. Short courses on small business management are provided and social work training is also available (with the potential for residents to be employed by AFESIP). In 2010 agriculture, English and computer studies have also been added to the list of supplementary training options.

### ***Why do we do it?***

The ultimate objective is to enable the beneficiaries to attain self-sufficiency (particularly financial independence) by providing residents with the opportunity to find employment or run their own business.

### ***What difference did it make?***

218 adult women undertook vocational skills training in either sewing, weaving or hairdressing, while 95% of child residents attended public school.

## The detail:

### ***Vocational skills training***

In 2010 our core training programs on offer to residents focused on either sewing, weaving or hairdressing.

#### ***What we said we would do***

We said that 70% of residents would receive vocational skills training.

#### ***What we did***

64% (218 out of 339) of annual residents opted to undertake vocational skills training in the AFESIP centers. Out of the 121 (36%) residents who did not consent, some were underage residents at Kampong Cham Centre who were in full time formal education and did not take on supplementary vocational training, while some were adult residents who decided to leave center without undertaking training.

Of our adult residents in 2010, 71% received vocational training.

31 residents also received additional training in Micro Business Management.

### ***Private sector work experience***

Prior to reintegration, we attempt to offer private sector work experience opportunities to our residents whenever possible in order to help build their confidence in their new skills, and prepare them for independent life and work outside our centres.

#### ***What we said we would do***

We said that we would provide opportunities for our residents to partake in additional training/ work experience in the private sector.

#### ***What we did***

28 women undertook external training within the private sector, including hairdressing, sewing, social work and care giving.

### ***Life skills training***

Being equipped with adequate life skills is essential for our residents in their daily lives, especially once they leave the AFESIP centres and re-enter the community. Understanding issues such as hygiene, manners and social conduct, appropriate dress, general health awareness, assertiveness and problem solving is invaluable to survivors throughout both their rehabilitation and reintegration processes.

#### ***What we said we would do***

We said that 70% of residents would receive life skills training.

#### ***What we did***

78% (265 out of 339) of annual residents received various life skills trainings, across 124 sessions covering a total of 47 different topics.



## **Non-formal education**

Non-formal Khmer literacy and numeracy lessons are provided to women who enter our centres with an education level of grade 4 or lower.

### ***What we said we would do***

We said that 70% of adult residents whose previous education level was grade 4 or lower would receive non-formal education in Khmer literacy and numeracy.

### ***What we did***

55% of adult residents at Tom Dy and Siem Reap centres whose education level was grade 4 or lower received non-formal classes.

## **Formal education**

We provide all child residents of our Kampong Cham centre the opportunity to attend formal education at the local government schools.

### ***What we said we would do***

We said that 95% of child residents at Kampong Cham centre would attend the local government schools.

### ***What we did***

97% of all annual residents at Kampong Cham centre attended formal schooling in the public schools. The two residents who did not attend school were due to one authorised discharge, and the other was admitted at the end of the reporting period and had not yet started school.

## **English lessons**

English lessons take place at the centres and are programmed to fit around our residents' schooling and vocational training schedules.

### ***What we said we would do***

We said that English lessons would be conducted for residents in all three centres.

### ***What we did***

46% of residents attended English courses in 2010.



## **Computing lessons**

Computer skills is an area that AFESIP is currently building and investing in for our residents in order to expand their employment options. In 2010 we began to offer basic computing lessons to our adult residents in word processing, including use of Microsoft Word.

### ***What we said we would do***

We said that computing lessons would be conducted for residents in Tom Dy and Siem Reap centres.

### ***What we did***

13% of adult residents attended basic computer courses.

## **Agriculture Training**

Training in basic agricultural skills, such as home gardening and catfish raising were introduced to all three of our centres in 2010, in order to provide our residents and their families with additional skills which can be used to generate supplementary income in once they have reintegrated.

### ***What we said we would do***

We said that we would provide training opportunities for our residents in home gardening and catfish raising.

### ***What we did***

96 residents participated in supplementary agriculture training across the three centres.

## **New Hairdressing Salon**

In July 2010 we began construction of a new salon building at Tom Dy centre to enable residents undertaking hairdressing training to operate a public business from the centre grounds. The AFESIP salon officially opened for business on 1 December 2010.





## REINTEGRATION

The main objective of our work is not just to provide short term assistance to victims but to ensure their long term financial independence and well being, once reintegrated back into the community. Follow-up of reintegrated girls is vital, as we aim to provide much needed support and advice in order to ensure that the reintegration is successful. Reintegration involves the following process: Family tracing and visits, assessment of the family and reunification where deemed safe and appropriate, support in creating income generation opportunities for the family, repatriation when needed, resettlement independently in the community, and monitoring and follow up visits for up to 3 years.

### **Why do we do it?**

We ultimately want all survivors of trafficking and sexual exploitation to be able to safely return to their communities, or to reestablish themselves in a new community if preferred or necessary, where they can support themselves and their families in a sustainable manner.

### **What difference did it make?**

We reintegrated 32 women in 2010, providing micro-grants of up to US \$520 for each of them for the establishment of their own business. They all received follow-up visits and support from AFESIP staff, in addition to a further 57 women who were reintegrated in previous years.

## The detail:

### **Community market assessments**

Our Reintegration Team conducts assessments of the home community (or nominated community for reintegration) of each resident prior to commencement of skills training in order to advise on the most appropriate business model for the resident, based on the current market demand of their community.

#### **What we said we would do**

We said that 100% of new residents who elect to undertake vocational skills training would receive market assessments of their home communities.

#### **What we did**

100% of all new residents who took up vocational skills training in 2010 received a market assessment.

### **Number of reintegrated residents**

#### **What we said we would do**

We said that 24 trained residents would be reintegrated in 2010 through employment or micro-business start up.

#### **What we did**

32 residents were reintegrated into the community through AFESIP-supported job placement or micro-business, while an additional 27 left our centres voluntarily in 2010 to reintegrate without employment support, but with ongoing psychological and medical support from AFESIP.

### **Micro-grant support**

AFESIP provides micro-grant support to reintegrated women to help them establish their own business



and/or help with start up costs associated with living independently.

#### **What we said we would do**

We said that all reintegrated residents would receive micro-grant support.

#### **What we did**

All 32 reintegrated residents received micro-grant support of up to \$600 each.

A total of 20 reintegrated residents (combination of those reintegrated in 2010 as well as in previous years) were also provided with additional financial support for the expansion and development of their businesses. Support ranged from \$190 - \$390 depending on the needs and plans for development of each individual situation.



### **Follow-up of reintegrated cases**

We provide follow-up visits and support for our ex-residents for up to three years post-reintegration.

#### ***What we said we would do***

We said that we would conduct follow-up visits of 100% of residents reintegrated in 2010, as well as for those reintegrated in the three years prior, as necessary.

#### ***What we did***

All 32 residents who were reintegrated in 2010 received follow-up support, over a total of 97 visits (average of 3 visits per resident). An additional 57 ex-residents also had follow-up visits.

### **Repatriation of cross-border trafficking cases**

AFESIP works with regional NGO and government partners to provide support and assistance to victims of cross-border trafficking, and facilitate repatriation to their country of origin (both Cambodian nationals and other nationalities).

#### ***What we said we would do***

We said that we would assist in the repatriation of victims of cross-border trafficking, including providing shelter where necessary and or financial support for travel and reintegration costs, as appropriate.

#### ***What we did***

We assisted with the repatriation of 3 Cambodian women/girls in 2010 who had been trafficked to either Thailand or Malaysia.

# PROGRAM SUPPORT

## Technical Department

The Technical Department in 2010 was made up of 3 staff : 1 National Coordinator (promoted to Executive Director and CEO in 2010), 1 Assistant to the National Coordinator (promoted to Technical Coordinator in 2010), and 1 Assistant to the Executive Director and CEO (volunteer).

The Technical Department works to fulfill AFESIP Cambodia's overall mission by providing technical support and coordination of the daily implementation of all programs and activities.

The role of this team is to lead, coordinate, participate in and/or attend internal and external meetings, to identify the overall constraints of activities with key staff and set-up suitable strategies for improvement.

In addition, this team is responsible for developing project proposals and reports for donors, coordinating and communication with local and international donors in close cooperation and coordination with Financial and/or Administrative departments. They also represent AFESIP Cambodia at various meetings held by and in cooperation with local and international agencies, embassies or government bodies in order to share AFESIP Cambodia's experience externally and collect information related to our work and activities.

## Accounting Department

The Accounting Department consisted of 4 staff: 1 Financial Controller, 1 Financial Coordinator, 1 Accountant and 1 Cashier.

This department supports the overall operations of AFESIP Cambodia through effective management the funds received from donors, and expenditure of all programs. The Accounting Department manages, produces and maintains accurate and timely financial records, the development of budget proposals, preparation and monitoring of budgets, and regular reporting for internal and external purposes.

## Statistics Department

In 2010 our Statistics Department consisted of 4 staff : 3 contracted and 1 volunteer.

The Statistics Department provides essential support to the overall work of AFESIP Cambodia's programs and activities on data entry and database system management, producing accurate statistics for monthly, quarterly, semester and annual reports for internal and external purposes. This is of particular value to our donors and supporters.

## The IT Department

AFESIP Cambodia's IT Department was made up of 2 staff in 2010.

This team provides IT support to all of AFESIP's operational staff, facilitating the smooth daily operation of computer usage, e-mail, internet, networks, web design, webhosting, and security systems.

## Administration and Logistics

A total of 12 staff made up our Administration and Logistics teams in 2010: 1 administration coordinator, 1 administrator and 1 Secretary, 1 administrative volunteer, 2 guards (day and night) at head office, 1 cleaner, 1 garage manager, 3 drivers and 1 garage guard.

These staff provide overall support, managing and maintaining appropriate, effective and efficient administration systems and procedures to assist in the smooth running of the organization.

This department is also responsible for the management and implementation of internal human resources policies and procedures, as well as external communications such as web and print promotional materials, newsletters, posters and video content, which raise local and global public awareness on the fight against human trafficking and sexual exploitation

Finally, this department provides logistical support, including vehicle maintenance.

# TOGETHER, WE ARE STRONGER

Networks, partnership and collaborations are essential to much of our work, from service provision to local, national and international advocacy.

## Collaboration Local and National Government

We work closely with national governmental partners, and have developed and signed Memorandum of Understandings (MoU) and Agreements with 4 ministries for different programs:

- MoSVY on rehabilitation centers; repatriation; reintegration and follow-up program
- MoWA on advocacy work
- MoH on physical and mental health
- MoLVT on vocational skills training and job employment

Local and national authorities and officials regularly show their support by attending our events, and our relationships help us to identify, prevent and respond to cases of trafficking, as well as enables our voice to be heard at national government level.

## Relationships with International Governments

We maintain excellent relations with the US Government Office to Monitor and Combat Trafficking in Persons (G-TIP), to whom we supply quarterly legal reports via the US Embassy in Cambodia, documenting the current situation of human trafficking in Cambodia, influencing and making recommendations for national and international policy.

US Secretary of State, Hilary Clinton, also visited us in 2010 (see 'Our Year in Action 2010) and pledged her ongoing support to AFESIP, keeping human trafficking on the international agenda.

In cases of cross-border trafficking, AFESIP works with relevant regional authorities to assist in repatriation of victims to their country of origin.

## Joining Forces with Other NGOs

We work in close cooperation with 12 International and Local NGOs, including ECPAT-Cambodia. ECPAT (End Child Prostitution Child Pornography and Trafficking of Children for Sexual Purposes). We often join forces on advocacy work and in the pooling of resources. NGO and government partnerships were also responsible for the referral of 75 cases in 2010 of women who had exited, or who were wanting to exit, the sex industry and take up residence at our centres.

In addition to government support, we also have strong networks and partnerships with anti-trafficking organisations in the South East Asia region, who we work closely with on regional cross-border trafficking cases, including repatriation to the victim's country of origin.

Although AFESIP Laos, AAT Vietnam and AAT Thailand (formerly AFESIP Vietnam and AFESIP Thailand, respectively) all now operate as independent entities, we continue to support and assist each other.

## International Advocacy

AFESIP Cambodia's President, Somaly Mam, regularly participates in international advocacy and awareness-raising tours and events, often accompanied by other AFESIP staff and or trafficking survivors. Some highlights from 2010 include meeting with Vietnamese government agencies in July, such as the National Women's Union of Vietnam; an advocacy trip to Australia also in July, in which Ms Somaly made television and radio appearances and addressed students of the University Technology of Sydney in conjunction with the School of Law and Anti-Slavery Project; and presenting at the 22nd Annual Crime Against Children Conference in Dallas, USA in August.

## Somaly Mam Foundation and Voices for Change

AFESIP regularly works in cooperation with the Somaly Mam Foundation (SMF) to host events, deliver projects, and speak out on trafficking. We also benefit from ongoing support and advice from SMF, and in 2010 we continued to implement recommendations which came out of an assessment of AFESIP conducted by SMF in 2008, including the introduction of CPR and Fire Safety trainings for our staff and residents, increasing our medical equipment, and improvement of our Visitor and Child Protection policies.

SMF's Voices For Change program employs a team of survivors of trafficking who provide mentoring support for current AFESIP residents, as well as act as advocates for change – raising awareness and challenging attitudes towards trafficking survivors.



# Structure, Governance & Accountability

## Executive Board

AFESIP Cambodia is governed by an Executive Board and a President. The Executive Board is comprised of 11 members who each serve terms of 3 years and who meet on a regular basis, albeit ad-hoc. Our Executive Director reports to the Board every 3-6 months.

In 2010 the Executive Board members were:

1.	Mr Uong Chheng	Chair	Health Program Manager
2.	Mr Mam Khon	Vice-Chair	Tomdy Center Manager
3.	Ms Mom Sophana	Secretary	Training Program Manager
4.	Mr Sao Chhoeurth	Member	Executive Director & CEO
5.	Ms Lin Sinoun	Member	Technical Coordinator
6.	Mr Eat Arunrith	Member	Financial Controller & CFO
7.	Ms Roern Chanthan	Member	Financial Coordinator
8.	Mr. Som Sophatra	Member	Admin HR & Com Coordinator
9.	Ms Vann Sina	Member	SMF Representative
10.	Ms Hy Phallika	Member	SMF Representative
11.	Ms Ny Daly	Member	Residents' Representative

## President

Somaly Mam is the President of AFESIP Cambodia and the Somaly Mam Foundation. While the Executive Director and CEO has responsibility for the management and operation of AFESIP, President Somaly has final authority.

## Executive Director and CEO

Mr Chhoeurth Sao is the Director and CEO of AFESIP Cambodia and is ultimately responsible for managing all operations and delivery of AFESIP programs.

## Management Team

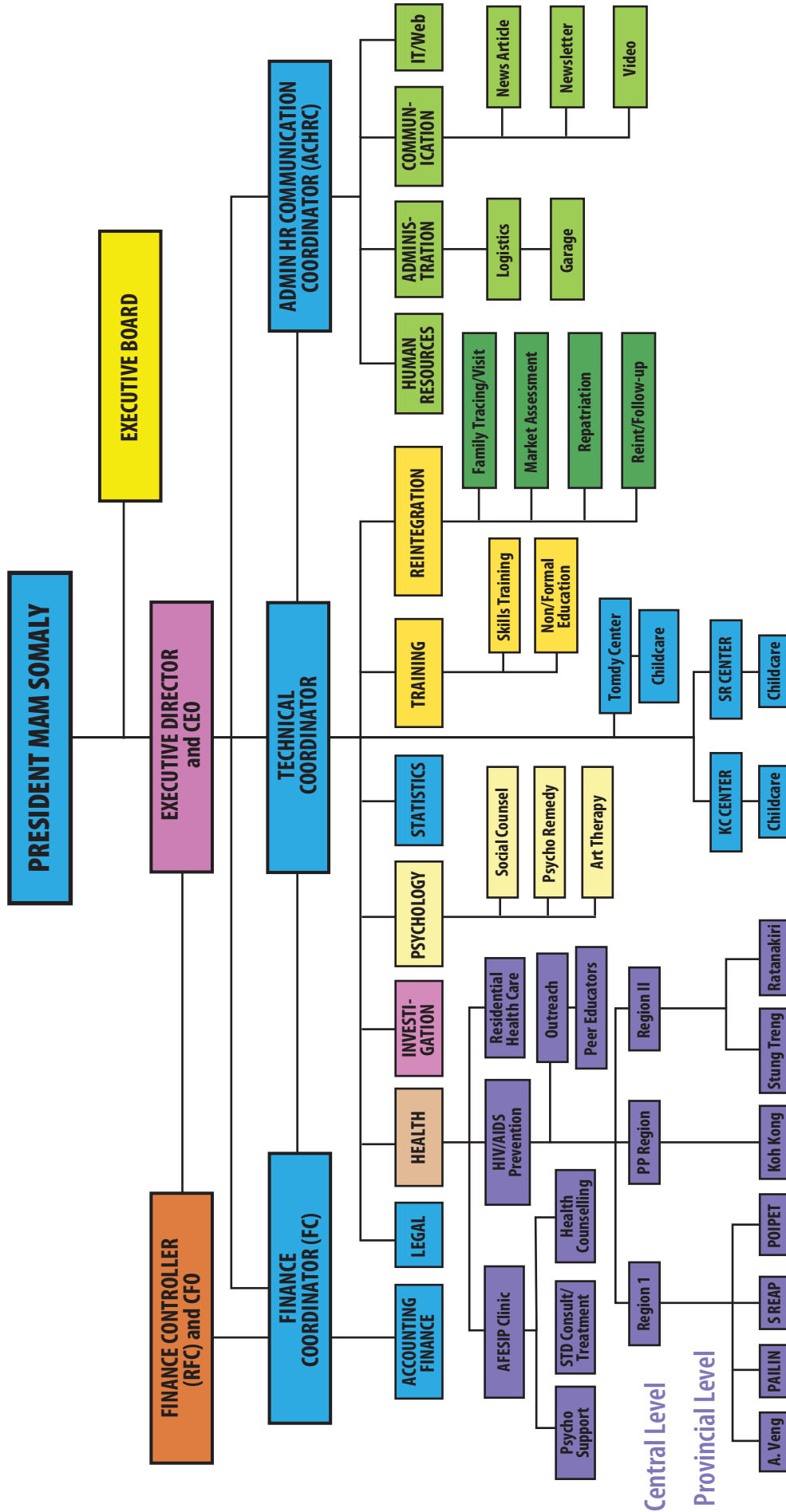
The following managers report to the ED & CEO, and are in turn responsible for line managing their own teams/ departments (with the exception of Development Support Officer):

- Technical Coordinator
- Development Support Officer
- Admin HR & Communications Coordinator
- Financial Controller and CFO
- Statistics Department Manager
- Health Program Manager
- Training Program Manager
- Legal Program Manager
- Investigation Program Manager
- Reintegration Program Manager
- Managers of 3 Centres
- Psychology Program Manager

## Junior Management Committee (JMC)

The Junior Management Committee (JMC) is comprised of program/department/center managers and representatives from senior management who meet every two weeks. There are 2 main topics for discussion: management issues and residents' issues. Management issues are raised by the Admin, HR & Communications Coordinator and other senior management members, and residents' issues are raised by relevant program/department/center managers. The JMC attempts to come up with appropriate solutions to all issues raised during the meetings. The provincial center managers only join the JMC meetings every 4 weeks due to their commitments at the centres, however they can still input into meetings via phone or email.

# Organisational Chart



**Our staff** was comprised of 96 full time members in 2010, plus 3 volunteers. 51 were male and 45 were female. Many individuals employed are from regional provinces. We also highly value the role that ex and current sex workers and trafficking survivors can have in helping us achieve our outreach and advocacy objectives by being employed as AFESIP staff. Our commitment to engaging ex-AFESIP residents in internal employment is also one way in which we can help address our objective of reintegrating those rescued into the community through sustainable financial independence. In 2010 we had 11 rehabilitated trafficking survivors on our staff in our residential centres: 3 sewing trainers, 3 hairdressing trainers, 4 care takers and 1 domestic cook.

As detailed in the 'Our Work' section, we employ a team of current and ex-sex workers as a Peer Outreach team, further diversifying our staff demographic and also helping us to achieve our goal of combating the consequences of trafficking for sexual exploitation through outreach work in HIV/AIDS prevention.

We also have one trafficking survivor employed within our Administration team, and another began an internship with the Outreach Team in early 2011.

In 2010 we were supported by the following voluntary staff: 1 Statistics Team Volunteer, 1 Administrative Volunteer, an Assistant to the Executive Director and CEO, and a Medical Consultant.

**Communication with beneficiaries** is nearly always conducted face to face. Each of our residential centres has two team leaders who have been elected as spokespeople by the other residents. The leaders organize a weekly community meeting without staff presence, then work closely with Voices for Change (an initiative of the Somaly Mam Foundation in which rehabilitated survivors act as mentors for residents) to communicate directly with the President or Executive Director. This system enables the voices of our beneficiaries to be heard, empowering them by encouraging leadership skills and the exercise of freedom of choice and speech.

**Accountability to our donors** usually takes the form of narrative reports, generally quarterly or bi-annual. We also issue regular updates on our work to our partners and stakeholders, including progress reports, monitoring and evaluation details and photographs of relevant work and events. We aim to keep donors up to date and provide interesting and relevant content for their own websites.

We strive to maintain clear and accurate records of our program and activity work in the interests of transparency and accountability, to both our donors and beneficiaries.

**Financial transparency** is something we take very seriously. Our Finance Team uses the QuickBooks software system to record all transactions and produce work flows on:

- Expenditure Requests
- Acknowledgements of donations received
- Transactions Records

**Internal Financial Reports** are produced for AFESIP management, including:

- Monthly activities reports within the finance department
- Quarterly and annual financial reports including income statement, balance sheet and cash flow projection

**External Financial Reports** are produced for outsiders including donors, webhosting, relevant ministries, and other relevant stakeholders.

**Internal auditing** is normally conducted by the Financial Coordinator, Financial Controller & CFO or management team of AFESIP at least twice a year which controls on:

- Book keeping and balancing (Cash on hand and cash at bank)
- Fixed assets listing, tags and updating
- Documentation, including proper accounting records which are organised into a system of funds received and expenditures, with all supporting documents
- Expenditure requests, as approved by management
- Random unannounced counting of all cash on hand, and reports produced noting any discrepancies

**External auditing** is conducted annually by international audit firm, PriceWaterhouseCoopers.

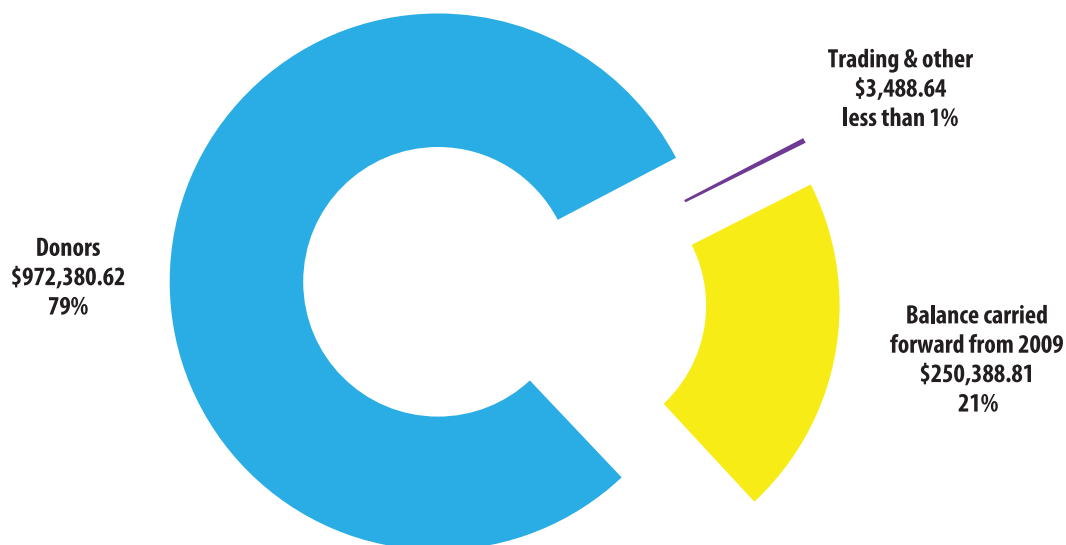
Our annual budget plan is devised through workshops with all relevant programs, followed by input and signoff by the Executive Director, Financial Controller, the Executive Board and finally the President. We allow flexibility for the annual budget to be revised at least twice a year against our funding. Monthly budget plans are also produced.



# Financial Summary

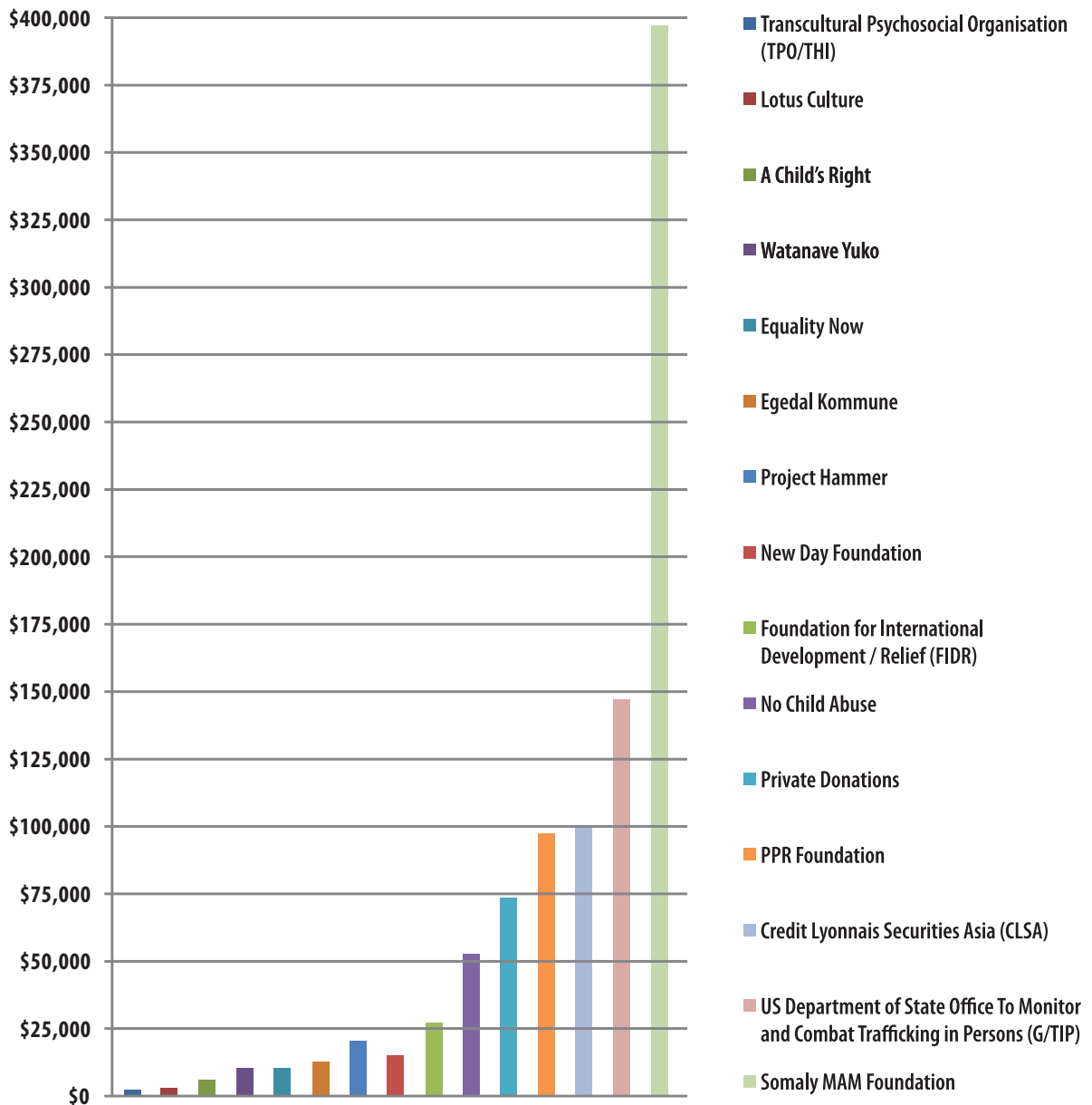
## WHERE OUR MONEY CAME FROM

Our total income for 2010 was US \$1,226,258.07. All figures are in US Dollars.

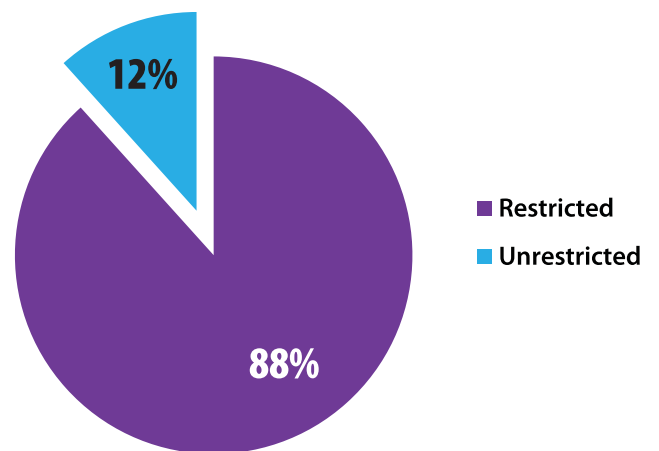


## Who Were Our Donors?

Transcultural Psychosocial Organisation (TPO/THI)	\$2,000.00
Lotus Culture	\$2,500.00
A Child's Right	\$5,551.68
Watanave Yuko	\$9,990.00
Equality Now	\$10,000.00
Egedal Kommune	\$12,251.48
Project Hammer	\$20,087.08
New Day Foundation	\$14,770.00
Foundation for International Development / Relief (FIDR)	\$27,000.00
No Child Abuse	\$52,421.40
Private Donations	\$73,388.95
PPR Foundation	\$97,423.31
Credit Lyonnais Securities Asia (CLSA)	\$100,150.00
US Department of State Office To Monitor and Combat Trafficking in Persons (G/TIP)	\$147,000.00
Somaly Mam Foundation	\$397,846.72



\$858,914.59 of our funding in 2010 was restricted, while \$113,466.03 was unrestricted.

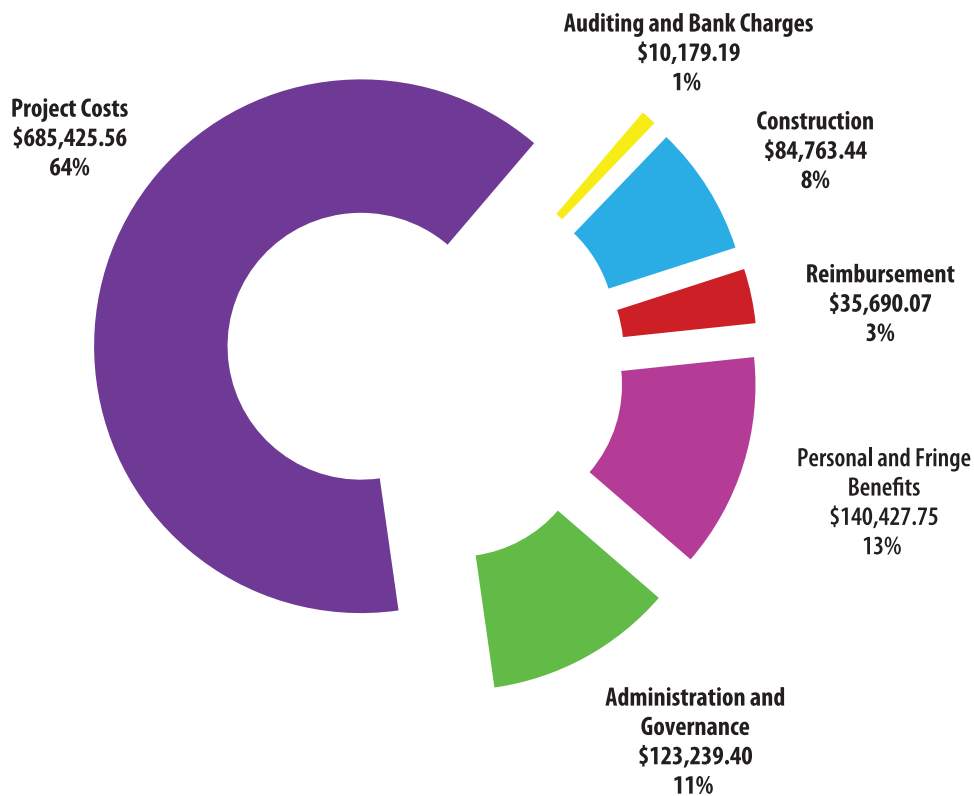


## Other Income

In 2010, \$3,488.64 was also generated through other streams. \$359.31 came from the sale of handicrafts produced by residents, and income generated by the AFESIP hair salon, while the remaining \$3,129.33 came from the sale of our old vehicles and interest.

## HOW WE SPENT IT

Our total expenditure was \$1,079,725.41. \$146,532.66 was carried forward into 2011.



## Project Costs

The breakdown of our project costs was as follows:

Tom Dy Center	\$172,262.11
Siem Reap Center	\$132,978.42
Kampong Cham Center	\$134,802.00
Health (Outreach and Clinic combined)	\$142,132.07
Reintegration	\$78,736.95
Social Enterprise	\$344.42

## Construction

In 2010 we spent \$84,763.44 on construction costs. This figure was a combination of building costs for the new hairdressing training facility and public salon and Tom Dy Centre, and final payments for construction work associated with the new 3-storey building at Kampong Cham Centre. Although the Kampong Cham Centre building was completed in 2009, final invoices came through in 2010.

## Reimbursement

This figure of \$35,690.07 was transferred to the Somaly's Friends Project to rectify a payment made in error to AFESIP in 2009. The original payment appears in our 2009 Financial Statements.





# Looking Ahead: 2011

A few highlights we have planned for the coming year

## Developing Our Psychology Program

In 2011 we have embarked on a three year project to strengthen and develop the psychological services offered by AFESIP Cambodia, in partnership with Ragamuffin Project. Our ambitious development includes:

- Recruitment of an international Trauma Care Specialist to capacity build local staff and implement new policies, systems and processes within the Psychology Department over a period of 12 months
- Recruitment of a Cambodian national Clinical Coordinator, who will be trained and capacity built by the Trauma Care Specialist, to then take over management and coordination of the department in 2012
- Recruitment of two additional Cambodian national psychologists
- Delivery of psychological assessments and art therapy sessions by Ragamuffin Project
- Ongoing training and consultative support from Ragamuffin Project
- The construction of a cottage at Kampong Cham Centre

The initial focus for the project will be limited to Kampong Cham Centre in 2011.

### **Construction at Our Shelters**

As mentioned above, construction of a new cottage is currently underway in Kampong Cham Centre. In addition, we hope to acquire adequate funds in 2011 to complete our new three-storey building at Tom Dy Centre. Finally, we intend to purchase more land in order to expand our Siem Reap Centre.

### **Expanding Our Training Programs**

In early 2011 we received, through the support of the Somaly Mam Foundation, 50 new Dell computers for our Kampong Cham Centre. Training of residents in Microsoft Office and general computing skills will take place in 2011. In addition to training our residents, we will be opening up our new computer facilities and classes to children from the local schools. We view the benefits of this as not only reaching a larger number of children in need in a remote area, but also important in terms of including our residents within the local community.

We are also aiming to expand our English training course at our Siem Reap Centre in order to provide intensive courses for residents as their main training program, with a view to providing the option for reintegration in administrative jobs.

We currently offer training in basic agriculture skills as a supplementary option for residents. In early 2011 at Kampong Cham Centre a new vegetable garden was added, as well as a pond for catfish raising. We plan to extend our training program to include the parents and families of residents in order to help elevate the home communities

of our residents, thus increasing the likelihood of successful reintegration when the girls eventually leave the centre, reducing the risk of re-trafficking or the trafficking of other family or community members.

### **A New Social Enterprise to Employ Reintegrated Survivors**

An exciting development in 2011 is the creation of a new social enterprise, in partnership with Lotus Culture. Kumnit Thmey ("New Concept") is due to launch in mid-2011 and will initially employ four ex-AFESIP residents as seamstresses, supplying home wares and corporate gifts to a Singaporean corporate client base.

### **New Database**

Our ongoing work to create a new database system continues, with enormous support from LexisNexis. We hope to launch the new system in 2011.

### **Increased Human Resources Across the Organisation**

In addition to the psychology staff listed above, we have also recruited two new midwives in 2011, and intend to recruit a Reintegration Manager and an Administration & Communications volunteer.

### **Evaluating Our Impact**

In 2011 we will begin working with US-based research organisation, Urban Institute, on a 3-year project to assess the impact and outcomes of our work on our beneficiaries.