

Urban Poor Women Development



ANNUAL REPORT 2013



MISEREOR
• IHR HILFSWERK



giz Entwicklungsdienst

HUAIROU COMMISSION
Women, Homes & Community

act:onaid

 **Oxfam**

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Hong Kong

UN HABITAT

World Vision

UPWD TARGET COMMUNITIES

No	Community	Community Leader	Contact Number	Year Organized	House	Family	Grild under 18	Adult women 18 only	Women above 18	Boy under 18	Adult men 18 only	Men above 18	Transgender	Disability	Total member in family	Village	Commune	District
1	Chamroen	Mrs. Oun	023 6310773	2005	197	219	222	15	261	200	15	248	5	16	966	Deomsleng 2	Chba ompov 2	Meanchey
2	Phalandet	Mr. Lon Thol	089 411480	2005	65	74	55	3	145	64	0	128	0	2	395	Deomsleng		
3	Vealsbov	Mrs. Rathna	097 7831405	2010	62	83	71	20	97	90	14	91	0	3	383	Svaytaouk	Vealsbov	
4	Kdeytakoy	Miss. Dany	086 539559	2013	52	66	39	3	83	46	1	85	2	2	259	Kde takoy		
5	Roeseyros	Mrs. Sek Saly	011 223057	2004	103	130	89	20	197	78	27	169	0	9	580	Roeseyrosros	Niroth	
6	Streykreykrorkrom 13	Mrs. Phal	097 9657681	2004	53	57	52	7	104	47	6	98	0	0	314	Thnouthchrum	Boeng Tumpun	
7	Komakreykro	Miss. Phea	078 916565	2005	8	9	2	2	16	1	1	21	0	2	43			
8	Turnnubpy	Mr. Simon	016 796454	1998	44	54	42	2	101	42	2	97	0	4	286	Turnnup	Phnom Penh Thmey	Sensok
9	Turnnupbey	Mr. Khom	097 5990278	1998	63	67	55	0	118	48	0	112	0	1	333			
10	Phnom Penh Thmey	Mrs. Pheap	078 844415	1998	38	58	36	3	84	34	6	81	0	1	244			
11	Kaksekor	Mrs. Theary	011 740634	2005	69	66	51	2	77	55	4	65	1	2	255			
12	Streykokkleang	Mrs. Vuthy	077 649353	2006	51	57	48	4	104	37	9	85	0	0	287	Kokkleang		
13	Kavpi	Mrs. Sinuon	017 324546	2013	154	139	119	9	183	123	15	170	0	6	619	Tropangsvay		
14	Toektla	Mrs. Ni	089 957096	1997	63	68	76	17	174	74	13	171	0	4	525	Jongthnol Khangkaot		
15	Streytoektla	Mrs. Peneary	012 498867	2007	51	66	41	9	124	36	6	104	1	1	321	Toektla	Kilomet lek 6	
16	Chheko	Mrs. Chanpom	095 989610	1997	54	64	55	6	121	46	7	122	0	1	357	Krolko		
17	Krolko	Mrs. Yorn	011 757728	1997	37	37	48	6	96	47	7	79	0	5	283			
18	Chhekothmey	Mrs. Ee	078 575930	2007	52	50	49	2	108	33	5	101	0	3	298			
19	Streyrongreong	Mrs. Sophorn	023 6983333	2013	22	22	28	2	44	23	4	38	1	1	140	Speankpos	Roesey Keo	
20	Boreymittapheap	Mrs. Yut	092 837887	2008	96	90	53	2	165	56	2	113	0	2	391	Mittapheap		
21	Boreysantepheap	Mrs. Vai	089 679734	2010	92	91	58	2	182	67	2	170	0	1	481			
22	Boreydoemsral	Mrs. Veun	077 754251	2011	59	88	39	0	142	52	4	105	0	0	342			Kleangsang
23	Streykleangsang	Mrs. Pharn	011 660589	2009	60	60	44	8	145	55	5	140	0	5	397	Mittapheap		
24	Ruom Mit	Mrs. Neary	017 518165	2012	49	51	48	32	106	41	24	72	0	9	323	Baku	Dongko	Dongko
25	Baku Aphowat	Miss. Rathana	017 532330	2013	98	136	92	12	166	84	16	157	1	8	528			
					1692	1902	1512	188	3143	1479	195	2822	11	88	9350			

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ABOUT URBAN POOR WOMEN DEVELOPMENT (UPWD)

Urban Poor Women Development (UPWD) is a non-profit, non-political and non-religious organization. The organization was established in 1997 and registered as a local NGO with the Ministry of Interior in 1998.

UPWD is one of many women's organizations working with poor women and children living in urban squatters. The organization is unique as it was established by women, led by woman and works with women and for women. Nowadays, UPWD is governed by a Governing Board of five members, and three of those are women. There are in total seven staff working for UPWD at the moment, and four of those are women, including the Executive Director.

Our Approach

UPWD focuses on establishment of women groups in squats to become a sustainable community. The organization works closely with all levels of authorities of Phnom Penh Municipality, including villages, communes, districts and City Hall. Our aim is to empower urban poor women to claim their basic rights, such as housing, health, education and other basic needs.

UPWD values its work with People Organization for Community Development (POCD) a committee of 5 women formed in 2007 to assist communities in coordinating and negotiating with relevant authorities for accessibility to clean water, electricity, health services, education, environment (building or renovating road, sewage), and so on. In addition to these, the committee is also taking core responsibilities on health funds, funeral funds, and community strengthening.



UPWD Office

In addition to these, UPWD also values the work with other sectoral networks, such as NGO Education Partnership (NEP), Resettlement Action Network (RAN) and Gender and Development in Cambodia (GAD/C). This enables UPWD to get updated information which is very important for the organization and the women it works with to work on different issues, such as land, food security, access to basic health care,

and access to education for poor children, by raising concerns and problems faced by communities to the networks, so that they can raise them with decision/policy makers.

UPWD'S VISION, MISSION, GOALS AND PRINCIPLES

Vision

A society where Cambodian people enjoy their improved living conditions, and live with dignity

Mission

UPWD's mission is to empower vulnerable women, children and youth in urban slum areas to achieve self-reliant community development through community organizing, strengthening capacity of communities and community-based organizations, and supporting their right and livelihood related activities

Goal

Concerns and needs of vulnerable women, children and youths in urban slum areas are supported and responded from relevant stakeholders, and their living conditions improved

PRINCIPLES

1. Gender equality
2. Cooperation and partnership
3. Teamwork
4. Transparency and accountability
5. Continuous learning



UPWD's boards and staffs

MESSAGE FROM THE GOVERNING BOARD



It is our great pleasure to say a few words about UPWD's achievements during the past year. Through its own internal reflections and external evaluations, UPWD was recognized as one of the important actors dedicated to assisting the urban poor, especially poor women and children, to have access to basic services.

UPWD is recognized as a woman's organization, working with women, for women.

Despite limited resources UPWD has since its inception struggled to secure the basic rights of urban poor women and children. One of the most remarkable achievements of this effort is the leadership role women are playing in claiming their rights. The concrete achievements of this effort are in large part the result of their increased confidence and active engagement as community leaders. The achievements include the building and renovation of community infrastructure; a significant increase in securing land titles; improved access to basic services such as health and education; and access to business management skills and loans for improving small business.

I want to acknowledge the support of UPWD's past and present development partners GIZ, the Global Fund for Women (GFW), the Huairou Commission, and MISEREOR. They have been instrumental in supporting UPWD's growth and strengthened capacity.

I also want to thank my colleagues on the Governing Board for their time and thoughtful contributions to our work. I also must acknowledge the contributions of UPWD's management and staff who are committed to making UPWD a stronger organization that delivers value in the promotion of women's rights and works tirelessly to improve the capacity of the women and their communities to make change happen.

Sincerely,

Chea Dara

In the name of the Governing Board

Board Chair

MESSAGE FROM EXECUTIVE DIRECTOR



It is my pleasure to share with you the 2013 Annual Report of Urban Poor Women Development (UPWD). During this fifteenth year of operation we strengthened our services and programs to help urban poor communities to have access to basic services as well as land and housing security.

2013 was a challenging but successful year. While the Royal Government of Cambodia proclaimed hosting of the ASEAN Summit as a major success poor communities were faced with relocation and their human rights were seemingly abused as they were pressured not to advocate for their rights. UPWD found itself in the difficult position of supporting the people's claims and interests while trying to maintain good relationship with authorities at all levels.

UPWD's significant achievements during 2013 were: 1) A significant increase in the capacity and courage of the urban poor, especially women, to engage in advocacy and negotiation with local authorities; 2) Fruitful relationships with local authorities were maintained as more and more community plans were integrated into commune investment plans; 3) UPWD continued to participate in multiple networks and partnerships in order to implement common advocacy strategies designed to successfully engage government representatives; and 4) finalizing the UPWD external evaluation and new 3 year strategic plan (2013-2015).

For me, the opportunity to lead an organization as it strives to become more responsive and effective in solving the problems of women is both challenging and exciting. I would like to express my sincere thanks to the Board and staff for their support during my 15 years work with UPWD. Managing this level of change is not something one can do alone.

Finally, I wish to extend my sincere appreciation to the past and present UPWD Governing Board for their commitment and service to UPWD; to all the UPWD staff and volunteers for their hard work and dedication; to our funding partners for their support and encouragement; and to the communities who believe in the collective strength of working together for the development of Cambodia.

Sincerely yours,

A handwritten signature in blue ink, belonging to Mrs. Suom Samoun. The signature is stylized and fluid, with a long horizontal line extending to the right.

Mrs. Suom Samoun

ACHIEVEMENTS

1. Community Capacity Development

1.1 Activities and Outputs

The implementation of community development schemes is an important step in building the capacity and confidence of a community. By focusing on skills and knowledge training, we aim to allow communities to better understand and protect the rights of women and children, and to advocate for improvements to their community. Overarching the work of UPWD is the aim of mainstreaming gender equality in all communities.



- POCD

Throughout 2013, UPWD worked to help local People's Organization for Community Development (POCD) form and implement strategic plans for women and children's empowerment by developing a training manual and questionnaire on understanding organization and management skills, planning, and capacity building priorities. POCD members and other community leaders were also given training by UPWD staff in the form of a five day training course attended by members of 18 communities, 19 of whom were women. Through lessons such as "I and Myself" and "I and My Organization", participants were able to examine and assess some weaknesses of community leaders and analyse their own leadership attitudes and behaviours. Additional monitoring, follow-up coaching and reflection sessions were also conducted by UPWD to complement this training.

- New Communities

UPWD also worked in 2013 on the establishment of four newly organized communities. With the help of supporters such as World Vision and STT, we worked on fundraising for improved community infrastructure, negotiating discounted rates of childhood education and hospital access fees, intervening in situations of domestic violence, and teaching about financial savings and credit. 26 people from these four communities were also invited to a three-day training course held at the UPWD office from 24-26 September to provide knowledge and skills related to community organizing.

To further aid the effective development of these communities, 32 people, including 28 women, were

taken on an exposure visit on 30 September to the successful community of Tumnub 2 to examine the methods and benefits of effective community development.

- Enhancing Advocacy Capacity

UPWD endeavoured in 2013 to gain a better understanding of the confidence and capacity of community members to advocate for community improvements and greater protection of their rights with local authorities. To gain these indicators, 70 people from across 11 communities (30% of whom were community leaders) were randomly selected for interview using a prepared questionnaire on community advocacy structures, the response to community plans, and their capacity to negotiate with authorities.

The results concerning advocacy structure were most pleasing. Over 95% of respondents reported that their community had specific plans, and that community meetings were held regularly where women were in attendance and were active in the decision making process.

Similar success was noted in regards to the establishment of and response to community plans. 84% of respondents said that 5 activities concerning issues such as infrastructure, education, health, finance, or domestic violence had been implemented in their community, while 89% placed the number at either 6 or 7. Notably, 39% of those questioned stated that they had little knowledge of community work as generating income for their families through their own work debilitated them from regularly attending community meetings, however they often received information at home from visiting community leaders.

UPWD was also pleased to find that 54% of interviewees claimed that through training or community development they had increased their knowledge and thus felt confident with lobbying and negotiating with local authorities and other stakeholders. 39% also stated that local authorities were more supportive of their activities than before. We hope these numbers will increase with ongoing support from UPWD.

- Community Meetings

Community meetings are an essential aspect of community development, as they allow the sharing and discussing of ideas for development plans and improvements to the community. They also aid the spread of news and awareness to the greater community, and give ownership of the community projects back to the people, making them feel involved, active and confident in their living space.

UPWD found that 19 out of 25 of our target communities hold meetings of approximately 30 people on a regular basis, with 74% of the attendants being women.

- Reducing Domestic Violence

A key focal area for UPWD is domestic violence, which has severe adverse effects on women and children. Over the last years UPWD has been working towards reducing levels of domestic violence in our communities through training and education courses for families that have suffered domestic upset frequently. We have also strived to build the capacity of community leaders to raise awareness about and speak out against domestic violence, and to encourage the community to talk about and respect the laws regarding this area.



A two-day training course was held at the UPWD office on 24-25 August involving 30 participants from eight communities. The training focused on domestic violence, gender, CEDAW treaty principles, and laws related to the interests of women and children, including much on domestic violence.

1.2 Our Outcomes

- After attending our “I and Myself’ and “I and My Organization” training sessions, 75% of participants showed a solid understanding of the importance of a good attitude and management skills for a leader. 50% were seen to implement their new knowledge well – conducting self-reflection of their attitudes, sharing knowledge with other families or community members, and becoming more open to the ideas of others.
- As a result of UPWD’s continued monitoring and coaching, 100 members have benefitted from the continuation of a Health Fund in 17 communities to the total value of US\$12,000. A Funeral Fund was similarly implemented in 12 communities to the value of US\$1,386 to allow families to follow the important religious and cultural customs surrounding death in Cambodia.



- UPWD effectively established four new communities by the end of 2013, and, in partnership with STT, community mapping and profiling of these communities is scheduled to be complete by the end of the second quarter of 2014.
- 60% of the participants in our training for new communities showed they understood the lessons well, and were able to mobilize community members and analyse and plan solutions to problems.
- By visiting the successful community of Tumnub 2, members of our new communities learnt a lot about community mobilization, how to manage savings/revolving funds, advocacy on land issues, and the importance of preparing and keeping community documents.
- With the results from our advocacy interviews, UPWD has gained much clearer insight into the happenings in our target communities and the confidence of community members, and will thus be much better equipped to focus our work on target areas to enhance the advocacy capacity of those who need it most.
- From regular community meetings, many felt that they had gained knowledge and experiences that made them feel more confident to initiate activities within their communities and understand the roles and responsibilities of a leader. 63% of those interviewed stated that community meetings were an important opportunity to voice their opinions about community development, strengthen community unity and enhance the financial transparency of the community council.
- 50% of women interviewed asserted that women in the communities were much braver in making decisions in the home and community than in the past, however amongst the poorest inhabitants of these communities, many women still feel reluctant or under-confident to contribute independently to decisions.
- Upon learning that 19 out of 25 of our target communities host regular meetings, UPWD has made plans to conduct staff visits to the inactive communities to discuss strategies to move forward and reengage these communities with their issues and plans.
- Community leaders encouraging the commune councils to involve domestic violence issues in their commune investment plans and timely intervention on domestic violence cases on behalf of the local authorities has enabled community members, and especially men, to understand the consequences of domestic violence, and feel ashamed of being

“It was unbelievable that I changed a lot after I had engaged with UPWD... I promised to myself that I stopped making any acts that cause my wife to suffer. Finally, not committing violence became my habit.”

~ Mr. Simorn, who used to commit domestic violence

arrested and educated by the authorities. 99% of interviewed community members reported that levels of domestic violence had reduced, with 85% stating that it had reduced by up to 90%.

- 70% of participants in UPWD's gender and domestic violence training proved to have understood the lessons well.

2. Life lihood

2.1 Activities and Outputs

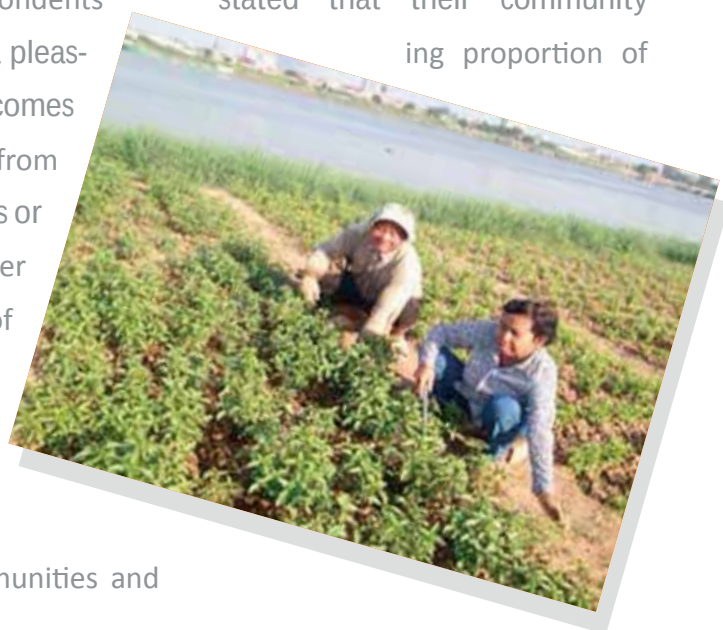
Access to basic services such as education and health, and the protection of the livelihoods of community members, is essential to their wellbeing, and to the strength and capacity of a community. To this end, UPWD worked consistently in our target communities throughout 2013 towards our aims of improving food security through increased income generation, increasing the access of poor community residents to health care, and ensuring that children attend school regularly to receive basic education.



- Income

To measure the levels of income in our target communities and assess the changes to family income over the past few years, UPWD in 2013 developed a detailed questionnaire including questions as to why certain changes may have occurred. 88% of respondents had a clear structure and aims for their savings, and a pleasc-community members reported an increase in their incomes resulting from changes such as borrowing less money from high-interest moneylenders, expanding their businesses or finding more work to do. An unfortunate 13% however reported a decrease in income as a result of a lack of regular jobs and the increased price of commodities.

To increase community saving, UPWD focused on community self-help groups (SHG) in 17 target communities and



helped to strengthen their saving schemes and increase their financial transparency by focusing on more organised and detailed bookkeeping. UPWD staff will continue to provide training and support to these groups. Ideas of supporting the development of more micro-businesses were also raised by UPWD with POCD in the communities, and will remain on the agenda for future years.

- Health

UPWD also placed strong importance on health objectives, and used many strategies to allow community members better access to health care. 38 healers from 12 communities were provided with training for five days on topics including gender roles, reproductive health, and policies related to public health services. They were also provided with first aid packages. Follow-up coaching and reflection courses were subsequently held with these focal healers to identify and strategise for the potential challenges of implementing their knowledge into their communities. Furthermore, these healers worked to raise awareness of medical issues, safe practices, and health policy in their communities, and negotiated with local authorities and hospitals for discounted rates of health services for the urban poor. Healers also made contact with Brian Holden Vision to attain eye checks for community members.

- Education

A child's education is fundamental to their growth and future prospects, but paying for school can prove an immense financial difficulty for many families. In Semester 1, UPWD worked with 11 communities to prepare documents to submit to school directors and teachers in negotiations for lowering school fees for poor children. To support these efforts, UPWD staff also conducted field visits to 24 communities to encourage parents to support their child's regular attendance of school rather than commit them to child labour, and to distribute clothing to young girls as uniforms. Many of these communities have also benefited from the complementing support of organisations such as Pour Sourire d'Enfant (PSE), Khemara and Sky, who provide transportation means and rice to the children on a weekly basis to allow them to go to school rather than work. Children of the poorest families however are still unable to attend school, and work to identify the causes and potential solutions to this will continue into 2014.

Additionally, in celebration of International Children's Day, a Forum on Education was conducted involving 114 participants (72 women). Here, community representatives and children were able to raise issues related to poverty with representatives of the Municipality Office of Education and local authorities, and ask relevant stakeholders to intervene.

- Transparency and Accountability

UPWD staff conducted visits to 21 communities and saw that 17 community leaders from these areas were facing problems with recording, document keeping, and reporting. To combat this, UPWD provided them with some necessary materials such as filing documents and recording sheets, and hosted a one-day training course where staff from an auditing firm presented information regarding the recording and documentation practices that showed transparency to the community members.



After the training, the staff continued to follow up and coach the members in 17 communities.

2.2 Our Outcomes

- As a result of income increase following UPWD attention on target communities, more families can afford to send their children to school regularly, more food is available for families, less money is borrowed from high-interest moneylenders (reducing long-term debt for families), and women are made more independent by being able to buy necessary items for themselves without requesting permission from their husbands.
- Continued support for community members to strengthen saving schemes and self-help groups resulted in a 24% increase from 2012 of women engaged in saving or SHG. Across 21 communities US\$21,000 was raised – an 11% increase from the savings of the previous year. These savings have been put towards emergency illness cases, repair work to homes and supporting small business in the community.
- 67% of attendants to UPWD's healer training course improved their knowledge. As a result of the ongoing support of these healers, all were able to overcome their weaknesses and implement their knowledge effectively. In 2013, community healers provided counselling to 1,184 members (an increase of 40%), and medical treatment for ailments such as cuts, wounds and blood pressure issues to a further 566 people.
- As a result of healer negotiations, community members were permitted to access health services with a discount of 30-100% and 158 people received treatment across four hospitals in the area.
- After eye checks, 650 pairs of glasses were provided for members across 11 communities for a contribution cost of 2000 riel.
- After negotiating with schools in 11 communities, 76 students across seven of these communities were allowed to attend school for just 50% of the advertised school fee.

- UPWD found in site visits that 90% of school-aged children are enrolled in school, an 80% attend regularly.
- Based on our transparency and accountability training, we observed that community leaders had improved their knowledge and were now able to use some tools to produce financial reports and present monthly saving records to their members and to UPWD on time.



3. Land and Housing Rights

3.1 Activities and Outputs

Forced eviction and land rights issues continue to exist in Cambodia, and in particular in urban slums. UPWD considers it of great importance that residents of urban slum communities are educated about land rights, and feel confident to claim their rights and advocate with governments.

In 2013, UPWD supported ten paralegal team members to conduct presentations and training sessions



Children International Day's forum

in 17 communities focused on land classification and area specific knowledge on whether inhabitants lived on public or private land. A total of 772 people attended these sessions, and through evaluation we discerned that 69% of attendants understood well, 18% had a medium grasp of the concepts, and 13% required more help.

Similarly, we facilitated 75 community members from across 17 communities to engage with networks like the Community Land and Housing Rights Networks on land rights and other social issues in order to build a strong common voice, and learn greater advocacy skills. Furthermore, UPWD established regular

meetings between community members and the Housing Rights Task Force (HRTF). On average, 25 representatives from 17 different communities attended the 13 meetings held throughout the year where they took part in preparing meeting agendas, received updated information on eviction and land issues, learnt new strategies to prevent eviction, and received some advice on relevant laws.



UPWD also chose 21 leaders from six communities for interview to assess the views and attitudes of local communities towards land rights issues. We found that 62% understood that their land issues should be solved using land law. They were able to describe conditions in the law and clearly realized that the government must give them rights.

3.2 Our Outcomes

- Following the paralegal training, three communities have developed new methods and amended their strategies, and are now working with LAC (Legal Aid Cambodia) to claim for land title. A further 14 communities continue to follow up their proposals and prepare to re-submit claims.
- As a result of the connection and sessions with land rights networks, community members were able to broaden their knowledge, confidence and experience of advocacy claims with governments. The communities now work to build strong community networks through monthly meetings and planning sessions to which all



community members are invited. These communities are working on fundraising to support their efforts, and have gained the confidence to stand up for members who receive eviction notices.

- Three communities that received response letters to their submitted proposals for

land title in 2011 have continued to follow up their requests but with new strategies as of 2013 formed in collaboration with LAC using legal procedures – to be implemented in 2014.

4. UPWD Capacity building and Development

4.1 Activities and Outputs

UPWD is committed to remaining self-aware and conducting continuing evaluations of our programs and development of our staff to ensure that the best and most effective possible work is done by our organisation.



- Monitoring and Evaluation

The monitoring and evaluation tools of UPWD were developed with the participation of all UPWD staff. With these tools, staff have an improved ability to track the behavioural changes of communities and monitor their own activities. At the annual staff retreat held in Preah Sihanouk province, UPWD undertook some self-reflection with the staff, POCD, and the UPWD Board.



-Policies and Systems

UPWD successfully conducted quarterly Board meetings that raised items such as improving staff knowledge of management, enhancing external communication, improving financial and program organizational development, and applying for Governance and Professional Practice (GPP) status.

To ensure UPWD's effectiveness and transparency, staff evaluations also took place. The Executive Director underwent evaluation by the Board and program staff were evaluated by the program manager. The results were very pleasing, and UPWD found the staff to be most valuable and competent, with 80% of the year's plans having been implemented, and the remaining 20% being not implemented due to external factors only.

To further maintain the development of our staff, five members attended leadership training with VBNK. Consultation meetings and coaching were also conducted with VBNK to develop tools for UPWD.

4.2 Our Outcomes

- The M&E system allowed time spent with communities to be more focused and effective, and improved communication among staff.
- UPWD's organizational policies and systems were strengthened at the annual staff retreat.
- UPWD has finalised its Gender Policy, and will continue to work towards mainstreaming the tenets of this policy in our target communities.
- Through the training undertaken with VBNK, staff were able to recognise their weaknesses and change their behaviours, improve their communication with each other and develop clearer strategic plans.



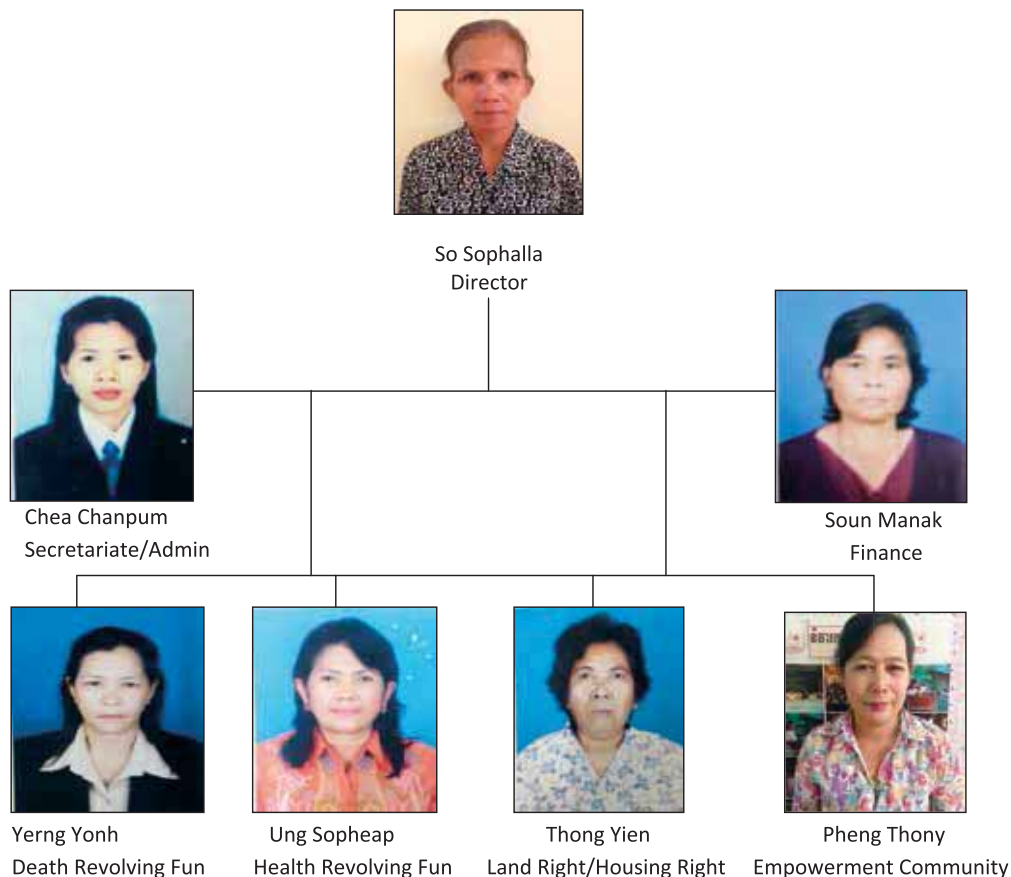
My Land is my life

About People Organization Community Development

People Organization Community Development (POCD) is an organization with seven members who were elected through meetings. Organizational chart of POCD includes a Director, a Secretariat, a treasurer, and four members responsible for different themes. Every three years, the roles and responsibilities of the members are reorganized through voting. The purpose of the POCD is to do advocacy work at grassroots level. The POCD members actively implement their work based on their own strategic plan.

1. Vision of POCD: Poor communities are developed with advanced human resources, good infrastructure, strong good governance and living with peace and dignity.
2. Mission of POCD: POCD cooperates with and explores support in term of motivation and materials from all relevant stakeholders in order to train and encourage community members, especially women, to improve leadership, so that they are able to solve problems and develop their communities based on the principle of unity, participation and mutual respect.
3. Goal: Improved basic service in communities and access to basic rights
4. Strategies: Mobilize and organize communities with respect to democratic spirit and improve equality between men and women with regard to decision making in family and community.

POCD structure



Member of Governing Board



Chea Dara
Chairman of
Governing Board

*He currently
works for DPA*



Pry Phally Phoung
Vice Chair of
Governing Board

*She currently works
for BCV*



Meas Chanthavy
Treasurer of
Governing Board

*She currently works for
PACT Cambodia*



Im Phallay
Member of
Governing Board

*She currently works
for NGO Forum*



Neup Ly
Member of
Governing Board

*He currently
works for HRTF*

Staff Member



Soum Samoun
Executive Director

*She has worked for UPWD since
1999. She has been in her current
position since 2006.*



Kou Sina
Programme Manager

*She has worked for UPWD since
2000. She has been working in her
current position since 2007.*



Kong Nimol
Finance/Admin Office

*He has worked for UPWD since
2005. He has been in his current
position since 2010.*



Mang Bora
Community Health and HIV/AIDS
Facilitator

*She has worked for UPWD since
2005. She has been working in her
current position since 2010.*



Noch Chamroen
Child Education Facilitator

*He has worked for UPWD since
2003. He has been working in his
current position since 2005.*



Him Nimol
Food Security Facilitator

*She has been working for UPWD
since 2007.*



Thy Vichith
Community Organizing Facilitator

*He has been working for UPWD
since 2010.*



Hun Tok
Cleaner

*He has been working for UPWD
since 2010*



Chhang Sreuy Try
Guard

*He has been working for UPWD
since 2010*

URBAN POOR WOMEN DEVELOPMENT (UPWD)

STATEMENT OF INCOME, EXPENSES AND FUND BALANCE (AUDITED) FOR THE YEAR ENDED 31 DECEMBER 2013

	Global							
	GIZ	Fund for Women		MISEREO R/ KZE		UPWD	TOTAL 2013	TOTAL 2012
	USD	USD	USD	USD	USD	USD	USD	USD
INCOME								
Grants received	25,994	20,000		68,938	-		115,222	124,604
UPWD Service income					290			165
Bank Interest Income	4	102	69		37	212		224
	25,998	20,102	69,007	327		115,434		124,993
EXPENSES								
Non-recurrent expenditure	-	-	2,209	-		2,209		1,009
Staff costs	9,660	9,058	27,838	-		46,556		44,342
Recurrent programmed expenditure								
Empower community women leader	2,976	3,113	4,298	-		10,387		15,413
Security land tenure	7,855	2,223	6,917	42		17,037		17,522
Improving community rights to food	101	766	2,534	-		3,401		4,390
Promoting child and women rights	-	2,816	5,874	-		8,690		7,241
Other recurrent expenditure	2,619	2,931	8,141	565		14,256		23,763
	23,211	20,907	57,811	607		102,536		113,680
EXCESS OF INCOME OVER EXPENSES	2,787	(805)	11,196	(280)		12,898		11,313
FUND RETURN TO DONOR	(1,003)	-	-	-		(1,003)		-
FUND BALANCE, BEGINNING	1,816	16,266	941	5,404		24,427		13,114
FUND BALANCE, END	3,600	15,461	12,137	5,124		36,322		24,427

CONTACT US:

Address : House No 35 AAEO, St. 265, Sangkat Boeng Salang,
Khan Toul Kork, Phnom Penh, Cambodia

Tel : 023 99 55 80 / 012 64 69 55

Fax : 023 99 55 80

PO Box : 1057 Phnom Penh

CCC mail box : 463

Email : info@upwd.org / upwd@online.com.kh

Website : www.upwd.org