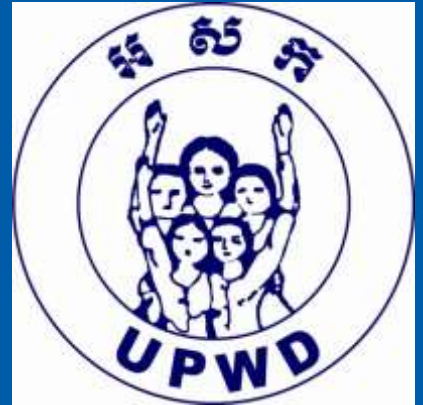


Urban Poor Women Development



ANNUAL REPORT 2014



MISEREOR
IHR HILFSWERK



giz
Entwicklungsdienst

HUAIROU COMMISSION
Women, Homes & Community

act:onaid

Oxfam

Oxfam
Gang & Ang

UN HABITAT

World Vision

UPWD TARGET COMMUNITY

No	Community	Community Leader	Contact Number	Year Organized	House	Family	Grid 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	Chha ompov 2	Meanchey
2	Phalandet	Mr. Lon Thol	089 411480	2005	65	74	55	3	145	64	0	128	0	2	305	Deomsleng		
3	Vealsbov	Mrs. Ratha	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	Roeseyros	Niroth	
6	Streykreykrokrom 13	Mrs. Phal	097 9657681	2004	53	57	52	7	104	47	6	98	0	0	314	Thnouthrum	Boeng Tumpun	
7	Komakreykro	Miss. Phiea	078 916565	2005	8	9	2	2	16	1	1	21	0	2	43			
8	Tumnubpy	Mr. Simon	016 796454	1998	44	54	42	2	101	42	2	97	0	4	286			
9	Tumnubbey	Mr. Khom	097 5990278	1998	63	67	55	0	118	48	0	112	0	1	333	Tumnup	Phnom Penh Thmey	Sensok
10	Phnom Penh Thmey	Mrs. Phieap	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	Chros		
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	Tropangvay		
14	Toeaktia	Mrs. Ni	089 957096	1997	63	68	76	17	174	74	13	171	0	4	525	Jongthnol Khangkaot	Toeaktia	
15	Streytoektia	Mrs. Peneary	012 498867	2007	51	66	41	9	124	36	6	104	1	1	321			
16	Chheko	Mrs. Chanporm	095 989610	1997	54	64	55	6	121	46	7	122	0	1	357			Roesey Keo
17	Krolko	Mrs. Yorn	011 757728	1997	37	37	48	6	96	47	7	79	0	5	283	Krolko	Kilomet lek 6	
18	Chhekothmey	Mrs. Ee	078 575930	2007	52	50	49	2	108	33	5	101	0	3	298			
19	Streyrongreong	Mrs. Sophorn	023 698061	2013	22	22	28	2	44	23	4	38	1	1	140	Speankpos		
20	Boreymittapheap	Mrs. Yut	092 837887	2008	96	90	53	2	165	56	2	113	0	2	391	Mittapheap	Roesey Keo	
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			
23	Streykleangsang	Mrs. Pham	011 660589	2009	60	60	44	8	145	55	5	140	0	5	397	Kleangsang		
24	Ruom Mit	Mrs. Neary	017 518165	2012	49	51	48	32	106	41	24	72	0	9	323	Mittapheap		Dongko
25	Baku Aphowat	Miss. Rathana	017 532330	2013	98	136	92	12	166	84	16	157	1	8	528	Baku	Dongko	
					1692	1502	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 established in 1997 and register 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.

In addition to these, UPWD also values the work with other sectorial networks, such as NGO Education Partnership (NEP), Resettlement Action Network (RAN) and Gender and Development in Cambodia (GADC). 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 Principle

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

CORE VALUES

UPWD believes in:

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

MESSAGE FROM THE GOVERNING BOARD



On behalf of members of Governing Board, it is my great honor to highlight some progresses Urban Poor Women Development (UPWD) made for 2014. UPWD continued to work for better access to basic rights and social services for urban poor communities, particularly for women and children.

Working with women and for women was still the core mandate of UPWD. The capacity of women community leaders gradually improved and their work became more and more effective. This could be seen through increased support and cooperation from authorities at different levels, more trust and active engagement from community members and on-going collaboration and support from related NGOs and donors. The community leaders, especially, People Organization for Community Development (POCD) members were able not only to stand up to work for the interest of their own communities but also other communities outside the target areas of UPWD. Different organizations invited the members of POCD to provide training and sharing experiences on community development, advocacy work, etc. to their target communities. This was a great step toward building capacity of all poor communities in the country for better development.

I sincerely thank all UPWD's partners, donors and networks for their on-going support to the fundamental work of UPWD. Their assistance help improve living conditions and rights of poor women and children.

I also wish to express my gratitude to my colleagues for their time and commitment to serve as members of Governing Board; to UPWD leader and staff for their good working relationship with communities and relevant stakeholders; and last but not least, to authorities and community members for their strong support and cooperation with UPWD.

MESSAGE FROM EXECUTIVE DIRECTOR



It is my great pleasure to share with you the progress of UPWD's work for 2014. 2014 was a challenging year due to political deadlock after the national election in mid 2013. Such a situation was not favorable for advocacy organization like UPWD as authorities started to scrutinize all of organization's requests and activities. Even with these difficulties, UPWD managed to make great success.

Several remarkable achievements for 2014 were recorded: a) POCD's increased capacity - as demonstrated by the para-legal team which is engaged in land rights issues, and the training it provided on the domestic violence law. Their work enabled communities to have better access to basic services and better recognition from various organizations and local authorities; b) Trough Community Livelihood Support Project, women learnt about small business management and financial management. The program encouraged them to save more money in the communities. As results, some women were able improve their family income and enhance their decision in their family as well as in the community; and c) The Community Land and Housing Rights Project enabled communities to continue their advocacy work for systematic land registration as they knew quite well about land classification. They continued to work with local authorities at all levels and legal organizations land registration and side upgrading.

The achievement described above could not be possible without strong support from relevant stakeholders. I would like to attribute these successes to a) UPWD's donors for their trust and on-going technical assistance, b) UPWD's Governing Board for their continuous direction and advice, c) relevant NGOs and networks for their good cooperation, d) UPWD's staff for their high commitment, and e) UPWD's communities as a whole for commitment and active engagement in the project implementation, monitoring and evaluation.

UPWD 2014 ANNUAL REPORT EXECUTIVE SUMMARY

Urban Poor Women Development (UPWD) is a local non-governmental, non-profit and non-political organization established in August 1997 and registered with the Cambodian Ministry of Interior in 1998. 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 the capacity of communities and community-based organizations, and supporting their rights and livelihood.

UPWD's target beneficiaries are poor and vulnerable women, children and youth who live in urban slum communities. UPWD's target areas are urban slum communities in Cambodia's capital, Phnom Penh. Currently, UPWD works with 21 slum communities from three Khans of Phnom Penh, serving directly of 7,688 people.

UPWD's work in 2014 fell into three distinct project areas:

1. **Community Capacity Development Project** seeks to further strengthen the capacity of People Organization for Community Development (POCD) and that of communities in UPWD's target areas.
2. **Community Livelihood Support Project** seeks to improve the food security and daily livelihood conditions of families of poor and vulnerable women, children and youths) in UPWD's target areas.
3. **Community Land and Housing Rights Project** seeks to increase the housing security of the communities that UPWD serves.

UPWD also remained committed to engaging in continuous improvement and enhancing organizational effectiveness by strengthening its internal systems and building the capacity of its' staff to achieve the organization's goals.

The primary framework condition that affected the project is the ongoing political situation that resulted from the 2013 election. Community activists who advocate for human and land rights are faced with continuing government crackdowns. Community members understand that discussions of politics and national policy are part of Cambodia's greater move towards democracy.

During 2014 UPWD continued its' commitment to working with NGOs who work with UPWD in the target areas. These organizations include: World Vision to support community development activities; Community Empowerment Development to draw impact mapping for land registration; Samakum Theang Thnout for community mapping and profiling; JASS Just Associates to enhance the skills of women activists; and the NGO Forum particularly its efforts in the areas of housing rights and land concessions.

Overall UPWD achieved 97% of its plan in facilitating project implementation. Highlights in the Community Capacity Development Project include POCD's increased capacity as demonstrated by the para-legal team, which is engaged in land rights issues, and the training it provided on the domestic violence law. POCD members also facilitated community meetings, prepared plans to be included in commune/Sangkat development plans and worked with various networks. As a result communities have received better basic services and have gained recognition from various organizations and local authorities. In addition, community members were actively involved in protests to increase women's voice in society.

The Community Livelihood Support Project has performed as planned. Creation and adjustment of some tools has helped us in monitoring and identifying changes during program implementation. The cash flow saving program and coaching on household and community financial management has allowed women to enhance their family livelihoods, to improve their household assets, to have power in decision making, and to improve their living conditions.

As a result of the Community land and Housing Rights Project and despite the current political situation, communities have maintained their advocacy movement and their determination to succeed. Communities have been actively involved in seeking to understand the situation of their land, requesting systematic land registration, working with networks on land issues, demanding the release of land rights activists, and in preparing petitions for submission to relevant agencies. In addition most of the communities now have mobile phones that enable community members to share information on an ongoing basis.

Finally, in the area of staff development the monitoring and evaluation system and tools were used on an ongoing basis. In addition coaches from VBNK facilitated discussions on the use of the tools and changes in the use of these tools. This has enabled staff to improve the way they carry out their work.

ACHIEVEMENTS

1. **Community capacity development** (Supporting local People's Organization for Community Development (POCD) and Capacity Enhancement)



The implementation of community development schemes is an important step in building the capacity and confidence of a community. We aim to allow communities to better understand and protect the rights of women and children, and to advocate for improvements to their community. These will be possible by supporting POCD and enhancing its member's capacity and the community member's capacity.

1.1 Activities and Outputs

- Capacity Enhancement of POCD Members

UPWD provided training to POCD members for the protection of human rights of children and women. UPWD supported seven POCD members in order to facilitate their community work. Moreover, UPWD promoted POCD members to different organizations and facilitated in the creation of businesses by these members.

- Strengthening communities' advocacy capacity

UPWD carried out coaching of community organization processes and plan development. Thus, the communities are rendered more capable to advocate for improvements in the authority. Furthermore, the community leaders' and members' capacity in three sections was assessed (1 General structure of supporting advocacy, 2 Responding to community plans, 3 negotiation capacity).



- Domestic violence training

UPWD strived to reduce the significant problem of domestic violence. The Organization provided training on many communities regarding this problem. UPWD measured the training results and located the causes. This helped the Organization to better comprehend the problem of domestic violence and address it with increased effectiveness.

1.2 Our outcomes

- After UPWD trained POCD members, they managed to help their communities and facilitate work. Thus, POCD increased its reputation and gained support from its members and organizations. CEDT approached two POCD members to facilitate community organizing. In addition, WVC and CMDP invited other POCD members to disseminate knowledge on land rights. After UPWD training businesses were established among POCD members. Moreover, UPWD staff monitored the effectiveness of the POCD leadership and provided technical and material support.
- UPWD has facilitated the mapping of 80% of two communities. After relevant coaching the Ka opi community has increased the effectiveness of plan development. Moreover, the Bakou community has improved its plan development. Another benefit of coaching was the strong instigation of community leaders to commit and mobilize other community members.
- The capacity of leaders and members was measured. In supporting advocacy, 68% of community members were satisfied with their leader's capacity in facilitating community work, while 12% of community members mentioned their leaders devotion to other matters as well and another 27% believed that their communities leaders monitored Sangkat's investment activity. Furthermore, 50% of the community members were mobilized in community activities. In community planning, 25% of members considered the monthly meetings important, while 74% of the members believed that



meetings enhanced community cohesion. 880 community families and 4,331 members benefited from projects that were produced from community planning. In negotiation capacity with authorities, 62% of members claimed that community leaders had the capacity to mobilize members and authorities to take part in the community development process. 87% of the members reported that women had received support from community leaders and were mobilized. Moreover, 42% of leaders were found to be positive in disseminating critical knowledge on community networks.

- Violence was reduced the last 2 years, due to UPWD training, according to 47 community members. Approximately, 72% of community members claimed that there was a decrease of 50%, while 15% reported a 40% decrease. Moreover, UPWD has collaborated with other organizations to promote women's rights.

2. Livelihood

Access to basic services such as education and health, and the protection of the livelihoods of community members is essential to their well-being, and to the strength and capacity of a community. To this end, UPWD worked consistently in our target communities throughout 2014 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.



2.1 Activities and Outputs

- Increased food security

UPWD helps community members and promotes entrepreneurship. UPWD strived to create self-help groups, to achieve low interest loans, to teach financial management and generally create opportunities for entrepreneurship. One more goal was the reduced external trader borrowing by women, in order to ensure healthy food and education for their children.



- Climate change awareness

UPWD strives to spread awareness to community members about the climate change and its negative impact on their living condition. The organization has coordinated meetings, for that reason, with community members, who in turn will disseminate the knowledge to their families.

- Health Care

UPWD aims to ameliorate the health care that poor communities receive. The organization supports local healers, who are a critical part of a community's health care system. Moreover, it provides training in reproductive, maternal, infant care, pre and post-natal care and children nutrition. Lastly, UPWD provides material support.



- Children education

UPWD aspires to help children receive proper education. UPWD coordinates discussions with authorities to ameliorate the education system's conditions, and conducts meetings with local leaders in order to raise awareness about the potential of education on children.

- Transparency and Accountability

The organization encourages transparent and accountable procedures. For that reason, it provided coaching to community leaders on financial transparency. Additionally, audit teams were formed to provide inspections and assessments of the implementation process that were instructed at the end of 2013.

2.2 Our Outcomes

- 17% of members increased their outcome by over 40%, while a 20% of members reported an increase of between 30-40%. Another 17% of members increased their income by 20-30%, while a 34% had an income increase between 10-20%. These critical income increases were made possible after they participated in self-help groups, they got loans with low interest rate, they were trained by UPWD to manage their finance and their business efforts were supported (e.g. advice, seed supply). Moreover, external trading was reduced.
- UPWD effectively works to raise environmental awareness. Training was provided to 13 communities' focal person. 458 people have participated with 91% of a sample taken from them reporting that they disseminated the knowledge to their families and neighbours. Apart from the consequences and adaptation to climate change, community members were taught to classify and separate waste and ways to store them. This training enabled 74% of members to save money.
- UPWD supported 55 healers in 20 communities in implementing community based health services. In a



total of 82 meetings, 627 members participated. In these, knowledge of reproductive health, maternal and infant health, pre and post-natal health and children nutrition was disseminated. First aid materials were provided to the community healers. UPWD also followed up the healers to advocate the access of poor people to public health. In sum, the healers provided advice to 1,756 members, provided medical care to 1,129 people and referred 627 people to services in a timely manner, of which 264 members received treatment with a discounted fee between 30-100%.

- UPWD negotiated with school directors for lowering school fees. Through that, 85 children attended school without paying any fees, while another 89 paid 50% of the school fees. UPWD handed notebooks to 1,031 children, in order to encourage parents to support their children's education. As of the end of 2014, about 97% of children who reached school age in the 25 target communities enrolled in a school.
- UPWD provided coaching on 31 community leaders. Through this, 11 community leaders recorded financial data using tables, ensuring transparency and accountability. After training, they reconciled a balance sheet monthly, maintained cash in bank and presented information to community members in the regular monthly meetings. In addition, an audit team was formed to inspect the records and assess their capacity in the systems they were taught. The results were really promising.

3. Land and housing rights

Forced eviction and land rights are critical issues in Cambodia, and particularly in urban slums. UPWD considers of paramount importance that residents of urban slum communities are educated about land rights, and feel confident to claim and advocate their rights to the government.



3.1 Activities and Outputs

- Community mobilization for land rights

UPWD strives to provide legal advice and support. Its skilled team of 18 paralegals provided advice on land issues and awareness dissemination. UPWD is mobilizing the communities to assert their land rights and cease forced eviction cases. Moreover, UPWD provides training on land law and land classification.

- Exercising land rights

UPWD aims to keep communities mobilized in order to support their land rights. Moreover, it collaborates with other organizations to be more

effective in mapping communities, negotiating with authorities, land registration and advocacy of land rights. Furthermore, UPWD assessed the level of land law understanding of 5 communities.

3.2 Our Outcomes

- UPWD paralegal team worked in groups and prepared lessons relevant for each community's issues. The lesson on Circular No. 03 (illegal encroachment, reasons for encroachment, and illegal occupation and temporary structures) was disseminated to 90 members in 7 communities. The Law on Expropriation was disseminated to 102 members in 4 communities. The Land Law was disseminated in 4 communities to 121 members. Thus, 65% of the members were rendered able to comprehend the crucial laws for their issues and able to proceed in land classification.
- UPWD provided support for 89 community members to join the land rights movements with provincial/municipal land networks. They actively took part in workshops, conferences and protests for land rights solutions. Furthermore, they established a monitoring and communication mechanism to work with the government on statements.
- 106 community representatives in 5 communities have actively engaged in advocacy. They supported eight major activities including, a march demanding the release of land activist, a march on violence decrease by authorities and a press conference to demand a solution for land issues. The advocacy exerted significant influence, and resulted in the court releasing 23 activists in May 2014.
- UPWD in collaboration with LAC conducted training courses on land rights and ecology for 33 community leaders (16 women). Moreover, 16 communities continued to conduct monthly meetings to facilitate land issue resolving.
- UPWD supports three communities since 2009 that are protesting about their land titles. Moreover, in 2014 UPWD collaborated with CEDT for re-drawing the impact map, with LAC for negotiation for land registration and with GIZ for advocacy in the Ministry of Land Management, Urbanization, and Construction to expedite land registration for them. At present, the stage of mapping, document collection and discussion with technical officials has been completed.



- UPWD assessed the level of members' land law understanding in 5 communities. 81% of the members claimed that their land was under implementation of the Land Law. Most of their claims were consistent with the training that UPWD provided. 19% of members were aware that their land was under the implementation of Circular No. 03.



- The communities after the training were prepared to demand compensation at a market rate. They also continued to disseminate Circular No. 03. Furthermore, community members were actively involved in legal consultation organizations and their local authorities. As a result, communities' internal unity has been strengthened and group issue resolution has been more effective.

4. UPWD Capacity Building and Development

UPWD is committed to remain self-aware and to conduct continuing evaluations of its programs and development of its staff to ensure that the best and most effective work possible is carried out.

4.1 Activities and Outputs

- Improvements based on M&E system

M&E tools, such as checklists, questionnaires, detailed budget plan, monthly reports, which were produced in collaboration with Logical Framework, are regularly used. The tools have been developed and revised with assistance from VBNK and are facilitating monitoring of changes in program implementation.

- UPWD systems and policies

UPWD implemented the gender policy, which was developed with POCD. Four board meetings were held as well, for the adjustment and effective implementation of the policies. This same policy was revised to ensure compatibility for implementation at a community level.

- UPWD Coaching skills improvement

UPWD strives to maintain each staff skills at a peak level. As a result, it provided capacity building programs on community coaching on July. The staff used the methodology that was taught to coach communities with maximum effectiveness.

4.2 Our Outcomes

- The gender policy was implemented effectively. 24 communities received a revised copy of the policy. 20 communities have disseminated the policy through their monthly meetings and had mobilized more men to attend the meetings.
- Four board meetings were also held for policy implementation within UPWD. Thus, the quality of management and time management has been ameliorated. Additionally, the policy's revision, the adoption of the six-monthly and annual budget, and evaluation of the Executive Director were implemented successfully.
- After training UPWD staff on community coaching the results were very promising. Depending the program and the community, the staff produced forms and provided coaching in their target areas. This has helped community leaders to be confident in preparing awareness lessons and reports for UPWD faster and more effectively.

4.3 Observation and Additional Important Effects

With support from MISEREOR, UPWD was able to access other resource sources to complement projects and respond to its goals. For example, in monthly community meetings, complaints over land issues, health issues etc. financial support from other funders has been received. This has enabled members to gain opportunities for decision-making concerning community plan development and advocacy in basic services and rights. This work has induced changes in the behavior of the communities and relevant authorities in a better manner.

Moreover, communities also play an important role in implementing programs with networks, which is a process moving towards significant changes. For example, many members were involved in social activities, such as protests to demand rights, ongoing protests for the release of land activists and for social justice.

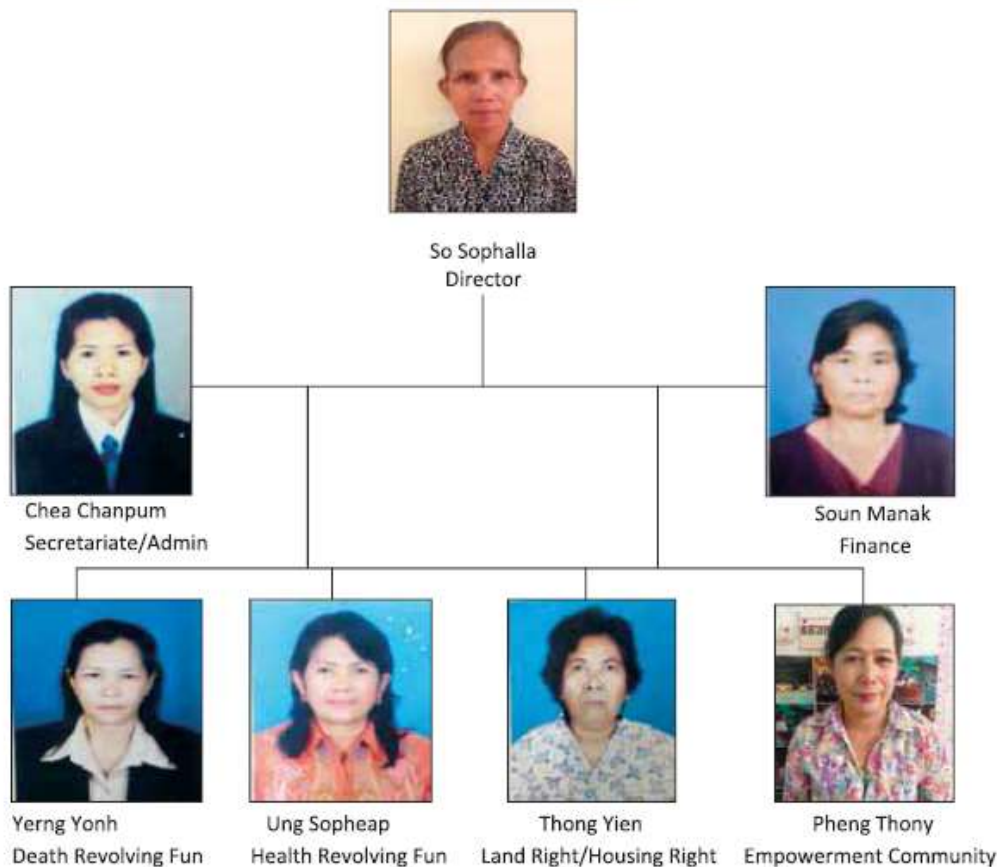
In addition, the implementation of the organization's policy for mainstreaming gender into programs and for organizing communities allowed communities to have an opportunity to resolve issues together and to implement leadership as well.

ABOUT PEOPLE ORGANIZATION COMMUNITY DEVELOPMENT (POCD)

People Organization Community Development (POCD) is an organization with 7 members who were elected through meeting. Organization chart of POCD includes a Director, a Secretariat, a treasurer, and four members responsible for difference themes. Every three years, the role and responsibility of the members are reorganized through voting. The purpose of POCD is to do advocacy work at grassroots level. The POCD members actively implementing their work based on their own strategic plan.

1. Vision of POCD: Poor communities are developing with advance human resources, good infrastructure, strong good governance and living with peace and dignity.
2. Mission: POCD cooperate with an explores support in term of motivation and material from all relevant stakeholder in order to train and encourage community members, especially women, to improve leadership, so that they are able to solve problems and develop their community based on the principle of unity, participation, and mutual respect.
3. Goals: Improve basic service in community 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
FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	GIZ 8313 1663	GFW 11-44 645R	GFW 13-47 662R	GIZ 8317 7899	GIZ 8316 3046	MISEROR /KZE	PIN	TAF	UPWD	TOTAL 2014 USD	TOTAL 2013 USD
INCOME												
Grants received		-	-	25,297	9,089	11,617	64,887	9,564	5,790	-	126,244	114,932
UPWD Service income		-	-	-	-	-	-	-	-	1,555	1,555	290
Bank Interest Income		-	5	35	1	-	87	-	-	67	195	212
		-	5	25,332	9,090	11,617	64,974	9,564	5,790	1,622	127,994	115,434
EXPENSES												
Non-recurrent expenditure	5	-	-	1,217	915	-	-	1,075	525	-	3,732	2,209
Staff costs	6	-	6,894	8,917	-	4,830	27,884	1,845	-	-	50,370	46,556
Recurrent programmed expenditure												
Empower community women leader	7	-	1,023	3,133	2,080	667	9,975	-	-	-	16,878	10,387
Security land tenure	8	-	2,689	2,925	4,318	3,253	9,836	-	-	-	23,021	17,037
Improving community rights to food	9	-	536	901	-	-	5,211	-	-	-	6,648	3,401
Promoting child and women rights	10	-	2,346	1,616	-	-	6,910	-	-	-	10,872	8,690
Asian Foundation Project	11	-	-	-	-	-	-	-	3,175	-	3,175	-
People in need Project	12	-	-	-	-	-	-	5,028	-	-	5,028	-
Other recurrent expenditure	13	-	1,682	732	1,276	1,187	10,802	1,025	280	10	16,994	14,256
		-	15,170	19,441	8,589	9,937	70,618	8,973	3,980	10	136,718	102,536
SURPLUS (DEFICIT) FOR THE YEAR												
FUNDS RETURNED TO DONORS		(3,600)	(15,165)	5,891	501	1,680	(5,644)	591	1,810	1,612	(8,724)	12,898
FUND BALANCE, BEGINNING		3,600	(296)	-	-	(1,680)	-	-	-	-	(5,376)	(1,003)
FUND BALANCE, END		-	15,461	-	-	-	12,137	-	-	5,124	36,322	24,427
		-	-	5,891	501	-	6,493	591	1,810	6,736	22,022	36,322

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