

Urban Poor Women Development



ANNUAL REPORT 2016

MANY THANKS TO OUR DONORS

MISEREOR
IHR HILFSWERK



TARGET COMMUNITY

No	Community	Year Orga	House	Family	Village	Commune	District
1	Chamroen	2005	197	219	Deomsleng 2	Chba ompov 2	Meanchey
2	Phalandet	2005	65	74	Deomsleng		
3	Vealsbov	2010	62	83	Svaytaouk	Vealsbov	
4	Kdeytakoy	2013	52	66	Kdey takoy		
5	Roeseysros	2004	103	130	Roeseysros	Niroth	
6	Streykreykrorkrom 13	2004	53	57	Thnout Chrum	Boeng Tumpun	
8	Tumnub i	1998	44	54	Tumnup	Phnom Penh Thmey	Sensok
9	Phnom Penh Thmey	1998	38	58			
10	Kaksekor	2005	69	66			
11	Kavpi	2013	154	139	Tropangsvay		
12	Chheko	1997	54	64	Krolko	Kilomet lek 6	Roesey Keo
13	Krolko	1997	37	37			
14	Streyrongreong	2013	22	22	Spean Kpos		
15	Boreymittapheap	2008	96	90	Mittapheap	Roesey Keo	
16	Boreysantepheap	2010	92	91			
17	Boreydoemsral	2011	59	88			
18	Streykleangsang	2009	60	60	Kleangsang		
19	Ruom Mit	2012	49	51	Mittapheap		
20	Baku Aphewat	2013	98	136	Baku	Dong Ko	Dong Ko
21	Phom 17	2016	89	90	Tumnup Toek	Roesey Keo	Roesey Keo
22	Phom 5	2016	80	89	Beong Salang	Beong Salang	Toul Kok
23	Group 2	2016	118	120	Phum Kor	Chrang Chamres 2	Roesey Keo
24	Group 4	2016	78	80			
25	Group 5	2016	71	70			
26	Group 6	2016	82	89			
27	Group 3	2016	78	85			
28	Group 1	2016	79	90			
29	Group7	2016	75	92			
30	Group 8	2016	71	80			
			1404	2470			

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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 was 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 that live in urban squatter. The organization is unique as it was established by women, led by women and works with women and for women. Nowadays, UPWD is governed by a board of 5 members, three of which are women. There are 10 total employees working for UPWD at the moment, and 7 of those are women.

OUR APPROACH

UPWD focuses on establishment of women groups in squats to become a sustainable community. The organization works closely with all levels of authority of Phnom Penh Municipality, including village community leaders. Our aim is to empower urban poor women to claim their basic rights, such as housing, health, education and more.

UPWD value works with People Organization for Community Development (POCD) a committee of 5 women who assist in community coordination and negotiation with relevant authorities for accessibility to clean water and environments, electricity, health services, education, etc. In addition, the committee is also taking core responsibility on health fund, funeral fund and community strengthening.

UPWD also values the work with other sectorial networks, such as NGO Education Partnership (NEP), NGO Forum on Land Right, Gender and Development in Cambodia (GAD/C). These partnerships allow UPWD to get important updated information on issues such as land and food security and accessibility to basic health care and education for poor children. In knowing the concerns and problems faced by communities, UPWD can bring these issues to decision and policy makers

UPWD's Vision, Mission, Goals and Principle

VISION

A society where Cambodian people can 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.

GOALS

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



First of all, I would like to say a few words about UPWD's result in the last year. As this is the end of project's year, UPWD had worked hard to find out the results and economic impact of their work. Through external evaluation, annual reflection, regular meetings with government boards, and auditing we found that UPWD has achieved many goals with increased support from donors and stakeholders.

I can say that, because of UPWD's transparency and accountability.

If we look at targeted groups, I can also see that communities have become more confident to implement their activities, more empowered to negotiate with stakeholders and some members have even become owners themselves.

UPWD is working closely with another organizations to strengthen community for advocacy on land right, improve their basic services, etc. In addition, we see People Organization Community Development (POCD) as a "front line group" which is always working to help UPWD projects by working closely with local authority such as Commune Investment Plan (CIP) through advocacy on land right, capacity development and creating strong voices and confidence. However, POCD also faces some challenges such as lack of development project proposals, monitoring systems, computer skills, etc.

Again, I also would like to thanks to MISEREOR, Global Fund for Women, GIZ, Asia foundation, People In Need (PIN) for their support of UPWD in the implementation of activity for the last 3 years, and thanks as well to UPWD staff who sacrifice themselves to assist poor communities in Phnom Penh's urban areas to improve and change their conditions.

Finally, I would like to thank all members of the governing board for their strong commitment in assisting UPWD and guild to implement the activities to reach our goals. We will work together for better and further changes.

MESSAGE FROM EXECUTIVE DIRECTOR

As a representative of Urban Poor Women Development (UPWD), I would like to thank our supporters and community for their efforts. Through support from MISEREOR, GIZ, Global Fund for Women (GFW), Asia foundation and People In Need (PIN) we can see that:

1. Community Capacity development is enabling women leaders to facilitate community plans and submit them to the local authority, called Community Investment Plan (CIP).



Women leaders play an important role by mobilizing members for decision making and implementing the project. For example women work hard with local authority by preparing for the building or repairing of roads, sewage and electric systems, toilets, etc. In addition, women leaders also facilitate the process of community profiling, which is very important for the advocacy of land rights. They also develop the plan within the community and monitor the Project monthly, quarterly and annually.

2. In their daily life, we notice that women in target communities have become more powerful within the family in regards to matters around decision making. They can use and access their savings or Self Help Group (SHG) in order to expand their business, repair their house or cover any other needs and expenses.

Women can also keep records and report to UPWD about SHG activity and involve monitoring groups in the planning of projects. In addition, women who are responsible for health tasks can also get more knowledge on how to help members to register for M-health, child care, women health care and to advocate for reducing fees of health services provided by Hospitals or health centers for the poor.

Child education is an issue we are still working diligently on. Everyone in the communities agree that access to free education is important and community leaders strongly support this matter by discussing with teachers, school directors and also local authorities to send poor children with a reduced informal school fee.

3. Land rights are the hot issue in Cambodia, poor communities who do not have land titles are worried about relocation. UPWD has provided the support of POCD to conduct awareness on land rights and how to negotiate with stakeholders for land titles. Through this, we can see that community members are confident and some of them are processing on documents. As a result, three communities (Tumnub Two, Tumnub Three and Phnom Penh Themy) will get their land titles soon. And other good thing is that nowadays communities are able to share their information and achievements by Facebook. Sometimes, when they have problem, they can also help each other on time.
4. And for Capacity development, which has being supported by VBNK funded by MISEREOR, UPWD has also improved management systems. All staff were able to learn about monitoring systems and using tools to record their activities and achievements. This information is very useful when the project is done.

From all the contributions of UPWD comes a network of integrated local authorities, charity and stakeholders; who are more cooperative and interested in communities. In addition, UPWD received a certificate NGO GPP from CCC, which recognizes the standardization of the organization.

UPWD 2016 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 people in urban slum areas to achieve self-reliant community developments through community organizing; strengthening the capacity of communities, encouraging 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 in Cambodia's capital, Phnom Penh. Currently, UPWD works with 30 slum communities, serving directly benefits to 2600 families. About 1700 families more in Boeung Tumpun and Chrang Chamres communes would be organized as communities.

UPWD's work in 2016 divided into three distinct project areas:

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

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

The primary framework 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 the commitment to work with NGOs 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, to enhance the skills of women activists; and the NGO Forum particularly its efforts in the areas of housing rights and land concessions.

In 2015, UPWD shifted focus to the land rights projects for 3 communities (Tumnub Pi, Tumnub Bey and Phnom Penh Thmey) in order to work on securing land titles through agreements with the Ministry of Land Management. Currently these communities are processing land registrations and are hopeful they will get their land titles soon.

Overall UPWD achieved 99% of the plan in facilitating project implementation. Highlights in the Community Capacity Development Project include the POCD's increased capacity. This is demonstrated by the para-legal team which is engaged in land rights issues and also the trainings provided about domestic violence law. POCD members also facilitated community meetings, prepared plans to be included in commune/Sangkat development plans called Community Investment Plan (CIP) and worked with different networks. Because of UPWD's work, 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 expected. Creation and adjustment of some of the tools have helped us in monitoring and identifying changes during program implementation. The cash flow saving program and coaching on household and community financial management has continued to allow women to enhance their family livelihoods, to improve their household assets, to increase their power in decision making within the family and the community 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 movements 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 preparing petitions for submission to relevant agencies. Furthermore, most of the communities now have cell phones that enable their members to share information by Facebook much faster.

Finally, in the area of staff development, monitoring and evaluation system tools were used on an ongoing basis. Coaches from VBNK facilitated discussions on the use of the tools and recommended some changes in the use of these tools. These have helped staff to improve the ways they carry out their daily tasks.



ACHIEVEMENTS

Overall goal: The 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.

Project 1: Community Capacity Development

In order to strengthen capacity of core members of POCD, UPWD continued to support them to implement their new strategy (2016-2018). Evaluation conducted in 2016 revealed that POCD needed to learn more with regard to institutional management, financial system development, project development, communication, administration, etc.



*Mrs. Soun Manak One of POCD members
awareness on business management*

UPWD worked with them by providing consultation and on-job training (learning by doing). As a result, they had improved their institutional management with a clearer plan, produced better reports, used appropriate budget available, developed proposals for small scale projects, and implemented their activities according to the plan. Their communication with local authorities was also improved. However, POCD still needed to learn more about fund raising, proposal development and writing reports that focus on results and monitoring.

POCD strengthened its core activities embedded in the strategic plan, namely:

- 1) Women empowerment,**
- 2) Funeral funds and 3) health revolving funds.**

The results of these activities were:

1. Women empowerment: POCD strengthened the capacity of self-help groups in 17 communities. POCD members trained 2 communities (Village 7 and Village 5) about keeping records based on accounting standards. Additionally, they also followed up on advocacy work with different networks on human rights and land rights. Moreover, they also raised awareness on POCD's work (projects) in new communities.

2. Funeral funds: POCD spent USD 243 to help 5 families whose members had died. POCD collected data in 26 communities in order to update and expand funeral funds. As result, data collection (number of families, individual members, and houses) was finalized in 17 communities. Following the data collection, the project was closed in a community (Cheko) because the community members joined the foundation with the authority. As such, a new community (Village 5 community) was selected for this foundation. For its sustainability, POCD has raised USD 158 from generous donors. Though the funds raised was not much, it helped POCD to gain more experience in fund raising, and the fund was use for common interest of the communities.

3. Health revolving funds: The total funds of USD 12,000 was used in 17 communities. POCD asked the community members to pay back the loan but it was considered as bad debt because 65% of it was unlikely to be paid back by the members.

In following up with the communities that were integrated into commune investment plans in 2016, we could see that 4 issues had been solved, namely land titles for 3 communities, building infrastructure in 4 communities, closing computer game and gambling, and identifying dumping grounds in 3 communities.

After receiving capacity building on the implementation processes of commune investment plans, POCD members played important roles in mobilizing community members to develop plans to be integrated into commune investment plan. 16 communities conducted additional meetings from their regular community meeting in order to identify their priority issues. Through these meetings, the community members engaged in decision making on priority issues in their communities. Those issues included:

1) Improving infrastructure in the community (clean water, state electricity, drainage, electric poles, road), 2) land titles, 3) education, 4) health services (poor identity card), 5) drug use and gambling, 6) insecurity, and 7) environment protection and rubbish management. As a result of these meetings, 6 communities conducted meeting with 4 communes (Niroth, Vealsbov, Chbar Ampov and Dankor). Each commune authorities promised to solve the priority issues raised by the communities with the exception priority number 2 (land title).

The first thing the authorities would do is issue poor identity cards for poor community members. For the land titles, the communes asked the communities to work with their organization partners and Phnom Penh municipality.

There are plans for 10 other communities that had not yet conducted meetings, to organize with 4 communes in semester 2 so that they could integrate their development plans into commune invest plans.

Other community meetings were conducted as planned.

So far, 104 community meetings were conducted in 21 communities (5 community failed to conduct regular meetings), and 945 community members (68% were women) attended the meetings. On average each community member attended the meetings between 3-4 times in this semester. The



Community monthly meeting at Village 17

agenda of the meetings included: reporting monthly progress, presenting on savings and self-help groups, promoting gender policy, dissemination of information, encouraging parents to send their children to school, and planning for the following month. The participants made decisions related to problem solving in their communities and they reported satisfaction with their solutions. The meetings built trust, good relationships and good habits within the communities.

Mr. Ei Simorn, a POCD member, said that "I am satisfied with the monthly meetings as I always get updated information through them. The meetings builds trust among community members as they always see their savings. This encourages them to save more. Additionally, the meetings benefit communities a lot." He continued, " I tried to fulfill this task because I want to see other communities are as strong as mine. I believe that solidarity brings success". So far, his community had revolving funds for self-help groups of USD 7,500 and savings of USD 2,500.

UPWD continued to support semester meetings. The meetings enabled community leaders to share experience on community work (success and challenges), build self-confidence among community leaders, strengthen good relationships, develop new plans, etc. Through these meetings, we could see some improvements in terms of leadership in some community leaders. For example, based on the presentations of individual communities, we observed that 75% of community leaders were able to share about their work and prepare plan clearly. They had more confidence and facilitation techniques.

POCD followed up education of children in 12 communities. Based on 14-time discussions with community members, we saw that 501 school aged children (or 95% and 51% was girls) were registered at school. 5 schools agreed to allow 121 poor children to learn without charging informal school fee, while 150 children were charged 50%.



Meeting at community on follow up Commune Investment Plan

In order to provide opportunity for parents to raise issues related to education of their children, UPWD supported communities to organize Children's International Day on June 1 at Tonle Basak Restaurant. 96 participants (60% women), including representatives of community people, children, teachers, school directors and local authorities, attended the forum. In the forum, the community representatives and children raised some issues related to lack of teaching and learning materials, informal school fee charged during state teaching hours, and punishment on children of some teachers. Children, then, continued to show their dreams by presenting their drawings and different messages on equal access to education (without paying informal school fee), and rights to development and protection of the children, etc. The forum encouraged school directors and local authorities to pledge that they would improve education service and be open for discussion and cooperation with poor communities.

Project 2: Community livelihood

After discussing with communities to identify their needs by following up their savings and in self-help groups, we saw that the 17 communities continued to save money and use funds of their self-help groups. At the end of June, the 17 communities had funds totally of USD 20,593. These funds shows a 4% increase as compared to 2016. UPWD continued to facilitate vocational training for members who asked for this in 2016. UPWD selected application based on selection criteria and conditions for each vocational skill, checked each shops, checked prices (quotes), produced contract based on checklist, and prepared some relevant documents for the applicants.

UPWD also followed up income generating activities of the community members of the 17 communities. Based on interview with 100 community members, we found that 54% of community members had additional businesses, such as washing clothes around the communities, selling drinks, selling Khmer noddle, working at garment factories, selling rice in the communities, etc., while 31% had changed their businesses to mobile coffee shops, mobile rice selling, selling drinks, working in garment factories and construction fields, etc.

Though some members had changed their jobs and started new businesses, living conditions and family financial management remained limited for many families. In order to respond to these issues, staff of UPWD and POCD core members trained 16 POCD members on 10-11, 18-19, and 25 March 2017 at UPWD office. Different lessons, such as introduction to business, entrepreneurship, business management, marketing, production, financial knowledge, business planning, samples of business plan, etc. were included and revised in accordance with individual community situation. The participants were divided into 8 groups with 2 members to facilitate each group. Based on this, we saw that 50% of participants were able to facilitate well while the rest still needed support from UPWD staff.

16 members of POCD, who were focal persons (trainers) for self-help groups, developed plans and raised awareness on small business management to their target members who were members of self-help groups in 5 communities (one time per

community on 28-30 June 2017). 54 community members attended awareness raising sessions. Short lessons and posters with different messages on business, entrepreneurship, business management, marketing, production and financial knowledge were used to train the community members. Based on awareness raising, we observed that the community members were very interested as they actively engage in discussion and asked questions. They understood a lot about allocation of capital (due to their business planning), and income and expenditure. Finally, focal trainers and facilitators developed plans for further awareness raising, focusing on business planning and following up changes in term of monthly income.

16 community members (6 women and 8 girls), who were wished to learn vocational skills on making up and tailor, were selected from 11 out of 17 communities.

Up to the end of June, 7 members of those, who learnt to make up, knew how to cut, pain and draw pictures on nail. They could earn from what they learnt from 3,000-5,000 riels per day, and sometimes up to 10,000 riels (about USD 2.5). For those who learnt to be tailor, they knew how to cut and saw some kinds of skirts. They all were happy with the skills they learnt.

Miss Ry Fita, a trainee from Group 6 community, in Chrang Chamres commune, who learnt to make up, said that "I am happy with the vocational skills I learnt. I always go to learn without absence. Though I am still learning, I can earn from 2,000 riels to 5,000 riels per day; and some days, I can even earn up to 10,000 riels (about USD 2.5). The amount of money I earn, though it is not much, can help me for some of my daily expenditures. I will use the skills I learn to generate income for my family in the future."

In order to monitor progress of living conditions of community members, UPWD worked with POCD to interview community members of 177 families in 17 communities. Based on this interview, we saw that 75% of those families had only one income generator, 18% had 2 income generators, 5% had 3 income generators, and 2% had 4-5 income generators. Among those families, 48% of income generators were men and 52% were women. Their main sources of income included construction workers, make-up, motor taxi drivers, selling vegetable, small grocery shops, teachers, Tricycle driver, street vendors, etc. The increase of community members' income would be reported in annual report.

48 community focal healers (85% women) in 24 communities, who were trained by UPWD on new born care, nutrition and hygiene in 2016, worked actively to raise awareness on these issues in their communities. In total 144 awareness-raising sessions were conducted (about 5 times per community) with 499 participants (Mostly mothers whose children were under 5 and infant care takers [14% men]). Pre- testing showed that 48% could answer questions correctly and 62% had limited knowledge on the issue. After the awareness raising sessions, 72% could answer questions correctly, while 28% still had limited knowledge. The community members were satisfied and interested in this project very much. They felt that the project was very useful for them. Trusting on what they had learned, they promised to apply the knowledge in their daily lives.



Activity of health awareness in Village 5

Besides working with focal healers, UPWD also worked with relevant stakeholders to enhance access to health services. As a result, 580 community members from 21 communities received support from generous people, Red Cross, and other organizations, such as Friend International, UNICEF, PSE, EYS and WVC. This support included nutritional food for children under 5, money for transportation for women to deliver in hospitals, and poor identity cards for free access to health centers. The support helped improve women's health, change habits as they normally counsel with doctors, and realize how to access appropriate health services, etc.

Based on interviews with 124 community members, 91% of those had attended training and awareness raising sessions on hygiene. We observed that 37% always washed their hands, 56% often washed their hands, 6% sometimes washed their hands and 1% never washed their hands before eating and feeding their children. Observations were also conducted in their homes. Through these observations, we saw that 99% of the interviewed families had hand-washing places (with enough water and soap).

Among 125 community members whose children were under 5, 93% of them breastfed their children (among them 1% breastfed their children between 1-2 times, 7% between 3-4 times, 25% between 5-6 times, 70% between 7-8 times and 8% over 10 times a day.) 95% of women provided other food rather than breastfeeding, i.e. 2% for 1 time, 12% for 2 times, 80% for 3 times and 7% for 4 times per day. For snack, 3% of women provided snack for 1 time, 29% for 2 times, 52% for 3 times, 9% for 4 times, 6% for 5 times and 1% for 6 times per day. Those snack included pure drinking water, milk, rice, noodle, vegetable, fruits, sweet, packed cakes, etc.

99% of members believed that providing food without washing hands with soap would cause diseases, i.e. only 1% did not believe this. Among the 99%, 41% of those believed that eating or feeding children without washing hand with soap would cause some diseases, but not serious, 51% said that it would cause serious diseases, and 5% believed that it would cause very serious diseases.

We also found that 22% of community members bought medicines without counseling with doctor when they got sick, 54% went to health centers, 10% went to clinic and 14% culturally prayed for help.

For their children's health care per month we found that 44% of the interviewed members spent USD 12, 40% spent between USD 12-25, 11% spent between USD 25-100, and 5% spent over USD 100. Additionally, we also found that 82% among these members could afford for health care services, while 10% others could not. For those who could not afford for health care, they normally borrowed money from relatives or money lenders and looked for free health care services.

82% out of the 125 members interviewed said that they realized signs of malnutrition of children, and 27% of these cooked nutritious porridge for their children, i.e. 15% cooked very often, 47% cooked for sometimes, and 11% never cooked it. The reasons for not cooking nutritious porridge were: children were not yet at the ages of eating the porridge, children did not like it, it took time, lack of money to buy ingredients and cooking utensils for the porridge, etc.

With regard to environment protection, 85% out of 125 community members interviewed (in 22 communities) packed their rubbish well, i.e. separating kitchen rubbish

from other and putting rubbish at dumping ground regularly. Many members also realize the impacts of bad environment. The interviews revealed that 3% of the members swept their house 1 time, 17% swept 2 times, 43% swept 3 times, 20% swept 4 times, 10% swept 5 times per day, while 6% did not answer.

For rubbish management, 78% said that trash collection service was enough in their communities. For the members who did not use rubbish service threw rubbish into river, empty land, etc. To improve rubbish management services, the communities integrated rubbish management plans into Commune Investment Plan, prepared campaign to clean their communities, and raised awareness about rubbish management regularly.

Project 3: Community land and housing right

Communities improved their capacity to negotiate for land rights and systematic land registrations. With assistance from UPWD, the community members prepared documents for systematic land registration and worked closely with authorities and lawyers. Activities included submitting petitions to relevant institutions,



participating in forums on land issues, and organizing campaigns against illegal land grabbing and planning. As a result communities gained more knowledge and experience on how to advocate and the relevant law and land policies. They considered government land grabbing as the priority issue and mobilized themselves to develop a solution.

Another change was that everyone talked about taking support actions against eviction. By integrating land issues into commune investment plans authorities became more aware of real community needs and changed their attitudes toward communities. Authorities seemed to be more open for discussion and engaged in the documentation processes for land registration required by the Ministry of Land Management. The authorities even engaged in solving problem of land boundaries and other conflicts between community members.

Mrs. Sorn Sekteng, 58 year old, is a community leader of Strey Khlaing Saing community. She said that "I am happy as in every meeting the community members and I have a chance to raise issues in the community. Then, we work together to solve the problems. We get to know each other quite well and gradually strengthen our unity. For me, I feel brave from time to time to facilitate the meetings. Though my knowledge on community management is still limited and I cannot read and write much, I can learn and apply step by step to ensure that my community is developed as other communities are.

UPWD continues to strengthen community capacity on land right through workshops and coaching. 16 members of POCD became a Para Legal Team. They worked actively to raise awareness on land rights for members in 16 communities. Based on this, at least 40% of community members were aware of land classification and laws that could be applied to their land. Mrs. Thoung Yean community leader of Borey Mithapheap stressed that "I know about land classification and I am sure that Circular 03 will be used for my community as we are living along river bank". Mrs. Chea Chantha, community member living in Borey Doeum Sral, said that Circular 03 would also be used to solve problems of her community as she was also living on public land, i.e. river bank.



The Circular was useful for seeking proper compensation and site upgrading. Mrs. Hin Aun, community member of Cheko, Mr. Um Sokhun, a member of Phnom Penh Thmey, Mr. Sar Sovath, community member of Tumnub Pey, all reported that their communities were private land, so land laws adopted in 2001 were appropriate to be used to protect their communities.

UPWD's monitoring and evaluation system was revised. With regular support from facilitators from VBNK, the tools were revised to make them clear at both the organizational and project levels. Tools such as check lists, formal reports of monthly and quarterly meetings, questionnaires, group discussion, field observation and book recording were regularly used throughout the year. With these tools our work was more effective as the staff could use their time effectively to follow up, monitor and evaluate changes made by the projects. The monitoring systems were also shared with partner organizations coached by VBNK and CORD.

Consultation and coaching were conducted in each community according to each project's requirements. Staff of UPWD used new tools, and coaching strategies. This helped build staff's confidence, their ability to prepare all necessary documents, and their ability to implement project activities. Additionally, they were able to report more clearly.

Project 4: UPWD Organizational Development

The existing monitoring and evaluation system had been used for project management of UPWD. The system was introduced and trained new staff in order to improve their daily tasks. Questionnaires for data collection were revised on annual basis based on individual indicators. The M&E system helped staff to regularly monitor the progress of the project and to make their work more effective.

UPWD staff continued to coach core members of POCD and community leaders regularly. Coaching was conducted in accordance with the plan and each project. At least 120-time coaching was conducted at UPWD office and at community level.

UPWD also strengthened its capacity regularly through training/workshop conducted separately for UPWD staff or community members on communication, leadership, English, labor laws and tax, as well as engagement with different networks. The capacity building enhanced staff knowledge and management.

UPWD conducted Governing Board meeting regularly on semester basis. For this semester, 2 board meetings were conducted. In the meetings, we discussed reports on activities and progress of UPWD, finance management, administration policy development and preparing documents reapply for renewing the certificate of NGO Good Practice Principles (NGO GPP). The meetings also help strengthen management capacity and get new advice from the board members for better organization management.

Relevant actors

The work of the following organizations aligns that of UPWD in some of the target areas. They are:

World Vision (WVC) –collaborated with WVC in meetings to integrate commune/Sangkat investment plans. For this quarter, this project was not implemented because WVC was busy with its own restructuring.

Community Empowerment Development Team (CEDT) –collaborated in impact mapping in the Tumnubpy, Tumnupbey and Phnom Penh Thmey community. This mapping exercise sought to identify impacts of government's development projects on these areas. The completed map was presented to authorities and documented for land registration process.

Samakum Theang Thnout (STT) – collaborated with the STT working group in drawing community maps (Strey Rungroeung and Kdey Takoy).

JASS organization – UPWD engaged with this network in order to enhance the involvement of younger women. UPWD staff plays role as facilitator for monthly meetings, attended training course on power analysis and advocacy for social justice.

NGO forum – UPWD is a still core committee member and continues to work and consult with other member organizations, in three areas - housing rights, NGO law and advocacy activities.

STRUCTURE of PEOPLE ORGANIZATION COMMUNITY DEVELOPMENT (POCD)



People Organization Community Development (POCD)

Activity1: Community's enhancement, working on advocacy as education for poor children, land right, facilitate community meeting, provides training on Gender, Health and Domestic violence. We work with other Organizations to organize new community and train them on women and self-help group, etc.

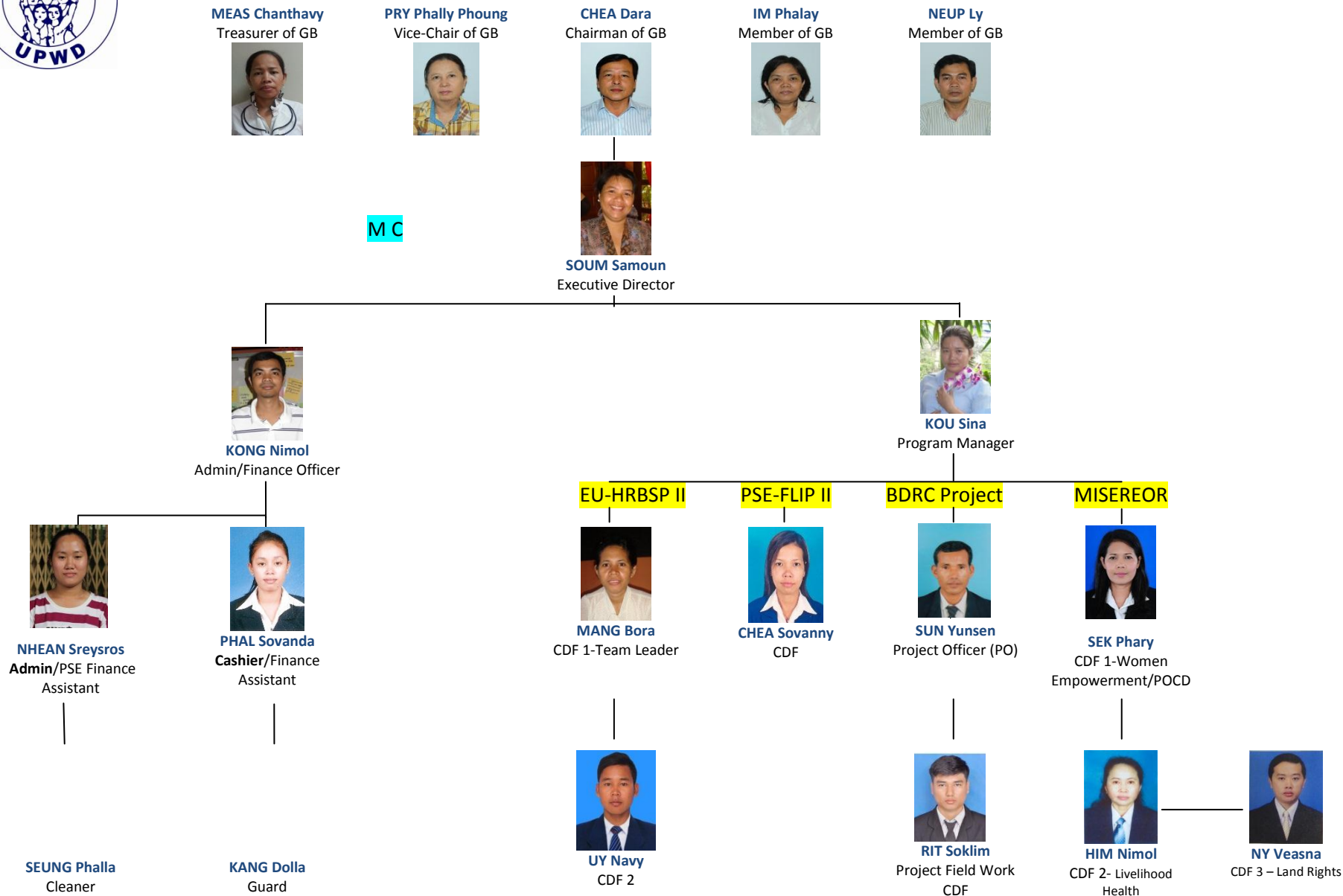
Activity2: Health revolving fund: found around 10,000 USD has been supported to poor members for health emergency, which allows them to get service on time.

Activity 3: Funeral fund: members raise their money together to help family whose members pass away. POCD does the fund raising work to support them.

Business: POCD have their own business, selling rice, the income from the business is shared to POCD members and UOPD's capital.



STRUCTURE OF URBAN POOR WOMEN DEVELOPMENT ORGANIZATION



- MC: Management committee compost by ED, PM and FA

Dec. 2016



URBAN POOR WOMEN DEVELOPMENT (UPWD)

Statement of financial position (Misereor Project audited only)

As at 31 December 2016

	2015	2016
	USD	USD
ASSETS		
Current assets		
Cash	9,052	26,357
	9,052	26,357
TOTAL ASSETS	9,052	26,357
LIABILITIES		
Current Liabilities		
Account Payable	2,423	-
Salary tax payable	183	293
Withholding tax payable	10	315
	2,616	608
TOTAL LIABILITIES	2,616	608
NET ASSETS	6,436	25,749
FUND BALANCE		
Fund balance, beginning	22,022	6,436
Refunds to donor	(859)	(564)
Surplus (deficit) for the year	(14,727)	19,877
	6,436	25,749

URBAN POOR WOMEN DEVELOPMENT (UPWD)

Statement of income and expenses (Misereor Project audited only)

For the year ended 31 December 2016

	GIZ	MISEREOR	BDRC- III	HRBSP- II	Mother and Health Care	PSE	UPWD	TOTAL 2016 USD	TOTAL 2015 USD
INCOME									
Grants received	17,655	44,219	25,166	53,660	8,060	27,240	-	175,999	110,421
UPWD Income	-	-	-	-	-	-	2	2	815
Bank Interest Income	3	22	4	34	1	8	21	93	94
	17,658	44,241	25,170	53,694	8,061	27,248	23	176,095	111,330
EXPENSES									
Non-recurrent expenditure	-	2,186	2,304	5,338	-	2,214	-	12,042	359
Staff costs	6,372	17,910	9,002	23,411	7,014	11,044	1,801	76,553	50,599
Recurrent programme expenditure									
Empower Community Woman Leader	1,026	3,510	-	-	-	-	-	4,535	10,674
Security Land Tenure	6,274	10,847	-	-	-	-	-	17,121	23,456
Promoting Child & Woman Rights	-	3,764	-	-	-	-	-	3,764	4,039
People in Need Project	-	-	-	-	2,708	-	-	2,708	3,376
PSE Project Activities	-	-	-	-	-	10,739	-	10,739	-
EU-HRBSP Phase 2 Project	-	-	-	8,669	-	-	-	8,669	-
Building Disaster Resilient Community III	-	-	8,268	-	-	-	-	8,268	-
Improving Community Rights to Food	-	-	-	-	-	-	-	-	3,341
Asian Foundation Project	-	-	-	-	-	-	-	-	8,242
Other recurrent expenditure	978	2,117	1,998	3,809	822	1,094	194	11,012	12,462
Indirect costs, Reserve fund, Strategic Plan	-	-	-	794	-	-	13	807	9,509
	14,650	40,333	21,572	42,020	10,543	25,091	2,008	156,218	126,057
EXCESS OF INCOME OVER EXPENSES	3,008	3,908	3,598	11,674	(2,482)	2,157	(1,985)	19,877	(14,727)
FUND RETURN TO DONOR	(564)	-	-	-	-	-	-	(564)	(859)
FUND BALANCE, BEGINNING	(2,444)	175	-	-	2,482	-	6,222	6,436	22,022
FUND BALANCE, END	-	4,083	3,598	11,674	-	2,157	4,237	25,749	6,436