UNITED SISTERHOOD ALLIANCE (US) ANNUAL REPORT

PROJECT NAME: EMPOWERING WOMEN WORKERS AND SUPPORTING PEOPLE'S

MOVEMENT

LOCATION: PHNOM PENH, CAMBODIA

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I. SIGNIFICANT CHANGE

- One sex worker has gained her confident in presenting herself as sex worker in the public event. She
 presented herself in the forum organized by ActionAid Cambodia on Safe Cities for Women Campaign and
 demanded the public to recognize "sex work is work". Coming out to challenge the norm and behaviour of
 community on a status as sex worker is still challenges women who work in this industry.
- Building collective action of garment workers to demand decent working condition: WIC has strengthen
 and strategized on organizing and empowering work with garment workers, in particular women workers to
 have critical analysis and action collectively on working and living conditions. The following are succussed
 cases workers action and demanded for decent work and respecting labour rights:
 - M&V International Manufacturing: The factory has compensated to about 2,000 workers, who were put on leave with 50% wage for 9 months from July 2015 March 2016, in amount of USD500,000. WIC is continuing to work and support workers on work suspension at Building A by filling the case to the Ministry of Labour, Vocational and Training to demand for 100% compensation. However, the ministry required workers to have workers' representative and least 30% of total workers at the factory (based on recent passed of union law) to bring the case to resolution and to Arbitration council.
 - Eastex Garment Co.,: In November, the factory had provided full compensation to two workers who
 had been ended the contract in early September without proper procedure and compensation. Each
 worker got USD750 while they were first offered only \$300 per person.
 - Southland Factory: Active workers at Southland Factory had successfully advocate for full work at the factory when around 2,000 workers were put into 50% paid work and leave situation between August and October 2016. Active worker, with the support of over 100 workers, had conducted three times of meeting with unions and factory management to discuss the situation and demand for full work at the factory.
 - Women leadership in union: Three workers, WIC key organizer and two active workers, were elected and nominated as worker representative and union secretary in factories.
- Women's rights Campaign on Greater Access to Basic Social Services: The joint campaign began since
 March 2015, aiming for the women's agendas on basic social services are heard and responded by relevant
 stakeholders. The following are significant achievement Us has made in this campaign:
 - Space for garment and sex workers to come together, discuss, analyse and planning together for action on basic social services. Moreover, the space is created for solidarity, unity and exchange of experiences among and across women of different backgrounds
 - Ownership building of women (sex and garment workers) through participation in discussion and analysis, planning and evidence based research, and taking lead in advocacy actions and

- development of campaign initiatives. For example, art craft, drawing and painting, and the development of people's policy.
- Communes/sangkats and Ministry of Women's Affairs, NGOs working on women's rights, university students and public begin to hear the messages of the women especially their situation and demand related to basic services, and recognizing the support of United Sisterhood (Us) to the communities to ensure such voices and demands being heard and responded.
- Human rights violation and lack of basic services for sex workers who have been arrested and detained in Prey Speu Rehabilitation Center (which is run by the Ministry of Social Affair had) been brought to United Nations on Human Rights Rapporteur during her visit in Cambodia. The message was reached to the Prime Minister Hun Sen and he suggested to the Ministry of Social Affairs to reform the system and services at the center. Results include: building a toilet in each room and provision of clean water, food and mosquito nets to sex workers.
- MB performance and messages through social struggle and issues songs is recognized widely by international audience, especially during the readers and writers' festival in Kampot province which attended by diplomat and international agencies and actors.
- Farmers representative were so very confident in talking the draft law on Agriculture Land during the
 Farmers' Forum which bring around 500 farmers together along with development partners. Farmers are
 strong and capable to communicate their struggle and difficulties in life when opportunities and appropriate
 supports are created. The voices of farmers (who is the affected community) were very powerful and
 stakeholders are required to be respected.
- SAC together with Us member play important in raising awareness on social problems to communities in health, labour, land and agriculture that links to privatisation and trade liberalisation under globalisation.
- Two key organizers and four active workers had passed their high school exam and some had begun their higher education and some are still considering what to do next in the education journey.

II. KEY ACHIEVEMENT

2.1. Capacity Development to women workers

- Six Drop in Centers conducted 120 times of workshop with 734 garment workers (243 are identified as new
 workers). The sessions focused on labour law, analysis of rental room law, salary tax calculation, and access to
 electricity, maternity leave, work suspension, living wage, and new scheme of healthcare insurance under the
 national social security fund (NSSF), reproductive health and women's rights.
- 71 garment workers (include 12 children and community members) at six (6) DICs attended English and Khmer classes. The class run two days per week. Three (3) workers can speak English at the workplace, and one worker had upgraded her job from general workers to Quality Assistant in her factory because of her English language.

"English class has helped building my confident in communicating with foreigners and I have been promoted as Quality Assistant due to my ability of using English language skill at the workplace", said Chamroeun, WIC Key Organizer.

 Early January, all Key Organisers and Drop in Centers Support Officers reviewed and reflected their work in garment industry and impact the center had made to the life of workers. The team analysed the industry situation, developed action plan and strategy to ensure effectiveness in addressing the root causes of the problem, and building movement for social transformation. Many tools had been used during the reflection workshop included system analysis, identification of key driving forces and Change Matrix.

- Training on water sanitation and hygiene (WASH) was conducted by Rain Water and WaterAid to 30 women garment workers as an introduction to WASH. The training is an orientation to the concept of clean water and personal hygiene to women workers before their engagement in the Living and Working Conditions study which WaterAid and WIC are working in partnership and commencing from September to December 2016.
- In partnership with Focus on the Global South:
 - o four garment workers, nine staffs participated in the Trade and Investment workshop in Siem Reap on September 19-20. The workshop discussed the concept and overview of trade and investment, different types of investment, and how the trade and investment important to national economy and how they impact/affect local-national development and people's well-being.
 - O WIC Program Officer participated in the 3-day regional workshop in the Philippines on November 20-22. The training focused specifically on Investor State Dispute Settlement (ISDS) where sensitive ISDS cases are discussed in combination with Free Trade Agreements and investment agreements. The intension is for skills development on argumentation (especially on how to counteract the pro-ISDS argument) and strategy discussion related to the issues of ISDS and investment.
 - on 25th December, 30 garment workers were oriented on Trade and Investment concept. The session was included: the introduction to trade and investment idea and concept and how the team and meaning is used from local to global; understanding the overview of trade and investment in Cambodia; and session on manufacturing investment by discussing M&V International Manufacturing as a case study to reflect the production flow and how it impact on the working conditions and life of workers.
- One active worker from Chak Angre Krom DIC and WIC Program Officer participated in the intensive 5-day training on "Women Leading, Women Organizing" organized by Asia Pacific on Women Law and Development (APWLD) in Bangladesh. Training sessions include concept of globalization, feminist thinking, mobilizing speech and organizing skills, develop bargaining agenda and collective bargaining. The training was also introducing international/United Nation mechanism such as International Labour Organization and their annual assembly and working bodies and how to do campaign, particular focusing on power mapping in the campaigning strategy.
- WIC supported one Active Worker and one Drop in Center Support Officer for higher education in the field of Social Work with Royal University of Phnom Penh, Department of Social Work.
- Four (4) staff from United Sisterhood joined the training in influencing and advocacy work through social media
 with Oxfam. The learning include tip, smart App and other tools for effective working such as Auto Google
 Chrome dictionary translation, media monitoring, Google math/calculation, using Facebook, Twitter, and LinkIn
 to post, share and connect to influence people to build the space for discussion/dialogue and networking to
 those we target.

The training was quite interesting and useful in developing advocacy strategy using social media. We plan to sit down to discuss and share the learning to Us member and organizers at DICs. Us staff who participated in the training

- 302 women sex workers are trained on various topics related to domestic violence law, HIV law, trafficking law and the 194 declarations, intellectual property, women health.
- 1 trained sex worker engaged in FoNPAM (Forum of Network of People Living with HIV/AID and Most at Risk Population and National AIDS authorities to advocate with Global Fund (Country Coordinating Committee working group) for funding to not only cover ARV but also others infectious diseases for the most at risk population. As the result, 75 sex workers received ID Poor to access for free and affordable medicines, and quality services.

[January –December 2016]

- 45 community art activists (18 women) from four provinces are trained in song composition, health policy, art performance and technique in using art in advocacy. Thong Khom community art is so mature and very committed in joint action with MB. Eight (8) community art activists have competence in leading art performance, conduct awareness using art and able to coach other people.
- Different techniques include how to use voice, dance and music instrument conducted to MB members. Given the time in capacity development, MB members managed to play keyboard in mini performance, and able to use creativity to decorate the stage, voice selection and dresses during the performance.

2.2. Mobilizing and organizing

- WNU conducted 201 visits to sex workers in Phnom Penh and provinces and reached around 4,334 people which include 788 new members and 89,700 Riels (USD22.50) was contributed from members.
- Consultation meeting with 60 sex workers was conducted on "healthcare services". The objective of the session
 was to gather information on pubic healthcare system in Cambodia including services and fee. In addition, to
 cooperate with local authorities in supporting sex workers on the Card for the Poor issuing for women workers
 so women can have free access to public healthcare.
- 540 times of outreach has been made with 1,133 garment workers (216 workers are new) in six (6) drop in center. The outreach aims to visit and understand worker lives and reality of their situation at the rented room and facilitating discussions with workers on how to improve the conditions. The strategy of WIC outreach activities is to collect accurate data/information analysis and mapping the situation as well as the target area and building strategy to address the problems with relevant actors.
- Through the engagement of cases in the factories include M&V International Manufacturing, Ko Top, Eastex Garment, Southland, HL and Hong Wa, and the conduct of living study at Chak Angre Krom, Toek Thla and Posenchey DICs, there were about 800 more new workers reached. The reaching out had made workers known about DICs and its work, moreover, workers are coming together to take action on improving their working and living conditions they daily faced include work suspension, 50% minimum wage payment, end contract with no reason/proper procedure, and difficult working and living conditions analysis and actions together. There were also sessions discussed with new reached out workers include labour law, union law, work suspension, wage calculation, maternity leave, roles of union and production line, as well as in-depth analysis and strategize on the cases happening in the factories.
- Drop in Centers were used by three local unions to discuss and sharing session related to union work, in addition, DICs team had also provided advices and suggestions to local union leaders on how to facilitate discussion and training sessions with their members.
- Two visits to community band were made in two provinces with 29 participants. The visits were to engage and strengthen relationship with community art groups as well to provide technical support in song development and performance.
- MB conducted outreach to women workers at drop in centers area of garment and sex workers and able to
 reach about 300 workers (90% are women). Four mini performance are organized in garment workers drop in
 centers with 10 to 20 workers each performance. The performance allowed MB to have better understanding
 the situation of women workers (living and working conditions), and to support WIC and WNU in engaging more
 workers through art.
- Music caravan conducted in 4 provinces and reached around 600 people (65% are women). The theme of the
 Caravan is Health (prevention and access to healthcare). Seven (7) songs of MB were used in the event. 9
 community art activists and 20 art community members were actively participated in the caravan. The Caravan
 created space for MB to build relationship and awareness with local authorities; allowed community art to

perform and for community people to discuss social issues in a nonthreatening way.

- Three (3) songs on heath and political situation were composed by Messenger Band. The songs will be recorded into CD in 2017. For 2016, there are at least ten (10) songs of MB were frequently used and sang by workers and community art activists.
- MB had successfully mobilised different famous art groups in Cambodia to join hand with United Sisterhood Alliance to perform together on "Heroine in Economy" which attract around 500 audience who are mostly general public to the performance.

2.3. Social Services Support to women workers

- 595 women sex workers were referred to public hospital and Non-governmental organization clinic for health check-up, and treatment include blood testing, abortion, birth delivery, and contraception and antiretroviral.
- 106 sex workers reported being arrested on 11 separate occasion in 2016 and many had sent to rehabilitation center, WNU has worked with the department of social affair to release 55 women sex workers from Prey Speu Rehabilitation Center.
- WNU has supported in 11 cases of violence against women sex workers. Four cases have filled and sued by the women themselves and one case is pending in the court.
- 75 sex workers have received poor card Identification Card which they can have free access to public healthcare.
- Through the hotline program, WNU received 48 cases reports. Off the total, 13 are reported on violence, 10 were arrested by police, 7 on health counselling, and 8 cases on legal consultation and advice since the cases are already filed to the court.
- 16 private consultation cases related to missing children and domestic violence has made to women sex workers.
- WIC has provided consultation on legal analysis to six (6) cases on working conditions, As the result, 3 cases have been successfully solved.

2.4. Advocacy and Campaign

2.4.1. Campaign on women's rights to greater access basic social services

- Coordinate and coach facilitators for local consultation: 10 staffs (4WIC, 4 WNU, and 2 MB) have been coached and strengthened the facilitation skills. These facilitators had worked together very closely in providing and facilitating local consultation at different drop in centers with garment workers and sex workers. Through several times of learning and practicing in local consultation and facilitation, the group become more confidence and flexible in the facilitation skills. In addition, the group managed to be more creative in using tools/technique to attract participants' engagement in the local consultation.
- Policy/law analysis: Continue from previous works, SAC kept role in documenting the brief analysis of laws and
 policies such as the law on rental room, public healthcare policy, commune/village safety policy, housing policy,
 and other related government announcement including announcement on access to public electricity. The
 compilation of these documents were filed, and brought to discussed, consulted, and analyzed more deeply with
 facilitators group (DF, MB, WNU), and used during local consultation and for developing the zero draft of people

policy. The analysis and document helped increasing the facilitation group confidence when they facilitate session with women.

- Local consultation at Drop In Center: 144 women workers from 8 DICs attended the local consultation to review and analysis of the rental law, announcement of electricity connection and fee, village/commune safety and healthcare.
- Mini-forum: Draft of People's Policy is developed based on the result from local consultation at DICs. With the draft of policy, WNU and WIC have organized separate mini-forum on the theme "women's rights to access effectiveness and equality basic healthcare services". There were 246 people representing of women garment workers and sex workers. The majority of participants were workers who had joined local consultative discussion at the DICs. The forum was conducted at private venue to provide safe space for women workers in their discussion on policy and plan for the next step. The mini forum aims to share the policy draft to women workers for their view and inputs and to discuss with them for the next step to use this policy. The significant outcome that we got from the forum is ownership of the policy and decision of the next for implementation by women and workers. Different methodologies were used to ensure active participation including art, video, and photos in the discussion.

Pou Dany, woman garment worker from Trax Appare (Cambodia) Co. Ltd expressed that "I feel so excited to participate in the forum with other hundred workers from different factories. I hope our input on basic need of workers will be addressed. She thank to WIC in providing this opportunity for workers to raise their voice, she added.

- Consultation with Non-Government Organizations: the consultation was conducted with 12 NGOs to present the objectives and process of People's Policy development and discuss area of collaboration to implement the campaign on women's rights to greater access to basic social services. Organizations like UN Agencies and International Organizations concerned that the people policy would be a competition with government agenda and it would repeat with the population policy developed by the government. However, organizations such as CYWEN, Strey Khmer, CENTRAL and SILAKA/CPWP as well as Oxfam have expressed their support with the United Sisterhood approach and process, and the ability to mobilize the women to participate in the local consultation and campaign.
- Community Forum was organized with about 400 workers from both sectors including participation from local authorities such as police officer, commune council and health center official. The forum was aim to bring back all workers who participated in the local consultation in DICs and mini-forums to see the development process of the people's policy and dialogue with local authorities related to safety & security, and access to health and basic services at the local area. In addition, women workers are able to sit together to develop action plan for their own implementation and commitment on the ground with support from DICs team.

We are women, safety is our top priority. When there is no light on the street, I feel unsafe because in front of my rented room, there are gangster. However, I could also see the positive action after the village commune safety policy passed. I saw there is police patrolling and guard in some places of my areas after 9pm. Hem Seila – women worker from Chak Angre Krom

- Engagement with Local Authorities: WIC drop in center support officers had reached out and developed relationship with village and commune chief as well as commune council members and local police. This relationship established to seek their support in our campaign and development of action plan at the local levels. In some places, our team faced difficulties to build good relationship with them, while is some areas were warmly welcome. Addition to this, DIC support officer at Chak Angre was invited twice to participate the public forum organized by the district level authorities and both were discussed possibility for future collaboration to ensure the safety and security of women, especially women garment workers who live and work in the areas.
- Engaging public on women's basic services agenda: On August 12th, Us had organised a public event on the question "What Do I Get?" to create space for public (around 40 participants) to learn about women workers

situation and their struggle to get access to basic social services. In addition, to introduce the three (3) thematic services of people's policy to the public and inviting them to join hand with women on this advocacy campaign.

On December 18th, *Women Art Forum* was organized on the theme "Heroines in Economy" in the purpose of a) connecting and strengthening women network in Cambodia; b) presenting the heroine of women and her struggle in both paid and unpaid work; and c) raising women demand on the needs for public services. About 500 people, mostly are general population (non Us target communities), participated at the event. The event used different art and creativities include doodle drawing, traditional music, contemporary dancing, fashion show and songs to introduce the audiences to the three objectives of the forum. The forum was given honored by the presence and opening speech of the representative of Ministry of Women Affair.

Great Message, and diverse performances.

Women's contribution to the economy needs to be recognized and valued.

Great event with a lot of fun.

Women are suffering from every part of her life but they were ignored and normalized, however, the event used art to present the issues which is great. Thank for such event.

- **Living and Working Conditions Study**: Since the beginning of September till present, WIC in partnership with WaterAid conducted living study. The following are the objectives of the study:
 - to develop clear understanding of working and living conditions of garment workers;
 - o to develop a greater understanding of the impact of working and living conditions on the development and life with dignity of garment workers.
 - o to publish and use the data collection for advocacy to improve workers' right, and living conditions.
 - o to systemise WIC 'brand monitoring' work and 'living condition' work and identify mechanism for monitoring the conditions.

Three DICs (Toek Thla, Chak Angre Krom, and Posenchey) with 50 workers identified in each DICs participated in the study. In total, there are 150 workers. These workers were chosen from different rented room building in the three targeted areas. Of the total workers, 20 selected workers in each DIC area were interviewed and the rest of the 30 were in the focus group discussion.

The study is a very empowering process since at least 30 workers (active workers and key organizers) participated as the Data Team. The team began with the orientation of whole process of the study and agreed on what they are looking for in the study. The team then developed the questionnaire for the interview, focus group discussion, and questionnaire to conduct observation and collecting information in the factories. The following are the area study team focused:

- Living conditions: is looking at standard of the rented room, health and hygiene, safety and security. The
 areas of focus are feeding into the information and evidence based advocacy process of United
 Sisterhood Alliance on "Women Rights Access to Greater Social Basic Servies" campaign.
- Working conditions: is focusing on workers' work and production line, safety and hygiene, brand monitoring, and workers' network/organization.

The study is a very reflective process. After Data Team developed the questionnaire, each small team who assigned for each DIC field work need to go through together again, then the questionnaire was pilot and tested before they are finalized. The reflection was conducted when the team had finished their field work in the assigned area, and the whole Data Team had come together for group reflection. Focus Group Discussion questions was only developed after the interview reflection to ensure the gaps were capture and feeding in the FGD.

The field study had finished, and data collected is currently being process and transcribe to prepare for group analysis and reporting which will be held in January 2017. The report of the living conditions will be published and launched in February in closed collaboration with WaterAid. As part of the study, workers were also trained

in photography shooting and video documentation. The photos and video produced by workers in this process will be printed for the exhibition during the launching of the study report.

• WNU team conducted survey to 130 respondents in Phnom Penh and Siem Reap to assess sex workers and entertainment workers on health condition, and experiences in accessing and payinghealth care. The study aims to understanding women and trans-women, who are sex workers, ability, gaps, challenges, barriers, and solutions in access to health services. The study is also aims to identify stakeholders and opportunity for collaboration. The result of the study would feed WNU in its advocacy and campaign on health as well as inputs to the join campaign on women's rights in greater access to basic social services.

2.4.2. Campaign on working and living conditions

Workers Forum: WIC with support from Us members hold annual workers' forum, as a celebration of International Labour Day, at Chenla Theatre under theme "Understanding Garment and Textile Industry" on Sunday 22nd May, 2016. 453 GWs and 30 people from National and International Non-Governmental Organisations and media. The forum aims to a) celebrate the 130th international labour day b) exchange learning experience of garment workers from different factories and c) provide the safe space for GWs to meet with key stakeholders to understand about the existing program relate to working conditions, wage and healthcare insurance under national social security fund (NSSF). During the forum, the workers from different DICs area used creative and artistic approaches, include song, poem, role pay, fashion show, and Ah Yai (Khmer traditional performance) to raise their issues/concerns of poor working and living conditions, low wages and abuses in garment industry. The workers reported to our DSOs during the reflection meeting at DICs that they feel so impress toward the workers forum which provide opportunity for workers despite our busy work at the factories to meet hundred of other workers and made new friends. In addition, the most exciting is the space that workers can discuss and dialogue with speakers especially about worker's problem and the new scheme of healthcare insurance under NSSF that just implemented in May 2016. The forum ended with significant result to all participants, particular in creating safe space to directly and friendly discuss, exchange experiences and learn from each other on social protection policy, healthcare, wage, living and working conditions of workers and the trend of garment industry. The forum was organised in the mid of political challenge in Cambodia which five (5) human right defender are detained and the black Monday campaigned for their release is launched. However, the forum was able to smoothly process with 8 media agencies covered.

"It's such an amazing forum ever that i have participated and I feel so excited. It's my first time to hear directly about the healthcare insurance. And I strongly hope it will benefit to me and other workers, she added." said women worker Ms. Sok Ly from Grand Twin International (Cambodia) Plc.

• Rental Campaign: The minimum wage increased from 128 USD in 2015 to 140 USD per month in 2016, however, the increase is yet responded to workers need of living life with dignity. Following the minimum wage increased, the market price and the rental cost are all rising up. In 2015, the government had taken some intervention by adopting the rental law to prevent the increased of fee. The law stated that rental fee is not allowed to increase within two years of contract for garment workers and students. Prakas (announcement) related to workers have direct access to public electricity with public price (610Riel/KW) was also issued. However, the implementation of the law and Prakas is quite limited. With the lack of law enforcement and monitoring process, some landlord had already increased the rental fee in late 2015 (between \$5 to \$20 per month) and continued to provide electricity to workers with the price of R2,000 to R2,500 Riel/Kw. The situation exists in all of area where WIC operates and therefore, workers had approached WIC to discuss in order to find way to address the issues, while WIC and Us began the local consultation to reflect on workers access to basic social services. WIC through the six DICs facilitated the discussion, analysis, develop strategy and action plan to work on the case. As a result, there were seven cases in 5 DICs where around 400 workers manage to successfully negotiated with the landlords over the rental fee, sewage system and access to toilets with no fee, get access to public electricity from EDC, and landlord agreed to reduce the price of electricity for some building that couldn't get access to public electricity.

• Campaign on decent working condition:

M&V International Manufacturing Limited case: In late January, workers had approached WIC through Chak Angre Krom DIC to support in facilitating and addressing their situation as some felt that the unions were not able to address their problem, and that they could not survive the situation anymore. The situation was that around 2,108 workers received 50% payment in rotation by group and section since early 2015. In November and December 2015, work suspect for buildings A&C (finishing products buildings) for one month each (with the agreement with unions) is applied. Then another work suspension for building A (from 16 February to 31 March 2016) is also applied though the unions were not agreed with the suspension.

WIC began with the understanding and analyzing of background situation at the factory with workers, and conducted further investigation on the loophole found, and issues related to the situation. Workers also had mobilize their peer in the factory, from different section, then they have chosen their representative to continue the analysis and strategising. Along the analysis process workers had found the agreement made by unions with the factory management that contribute to the situation where workers had to get 50% payment and suspension with the explanation of there is decline order from buyer to the factory. However, WIC and workers found this factory had massive sub-contract and outsourcing of their products to other factory and small sweatshop.

WIC further conducted the investigation at the subcontract factory and collect the objective evidences. We had collected objective evidences from 4 factories among 15-20 factories that they are sub-contracting. With this objectives evidences, we were then approached Clean Cloth Campaign in Denmark (CCCDK) to get support and access to CCC International with an aims to make an urgent appeal. While approaching CCC, WIC also contacted representative of two brands in Cambodia, for constructive engagement and dialogue before any public campaign took place. We've got response from the Brands, at first it was difficult for us, since the Brands had limited knowledge about WIC (and how we work) and they mostly knew unions. However, we had pushed for their engagement with our objective evidence and clear information about the situation from the main factory.

The Brands (with our objective evidences) further conduct their investigation and analysis, and had pushed the factory to compensate all workers on the 50% payment on 29 March 2016 and some workers on April 2nd and April 7th. The compensation worth 0.5 million account from July 2015 to March 2016. The compensation is varies among workers as it has to calculate based on the numbers of working days that workers received 50% payment.

WIC is currently working on the Work Suspension workers since there is yet compensation for them as the factory explained that the work suspension is approved by the Ministry of Labour and Vocational Training (MoLVT) and buyers could not push their supplier to compensate the legal suspension. WIC and worker representative managed to meet with the Department of Investigation of MoLVT after our attempt for a month. We got a good response and explanation from the Department General. We were then hold meeting with Brand and M&V leadership to discuss the issues and difficulty at the factory and asked the factory to address the work suspension and outsourcing which led to exploitation of workers at both main factory and sub-contracting factories.

WIC had learned a lot from our process in addressing this case. Some of our allies in Cambodia who had experienced in this industry expressed that this is the first case in Cambodia that workers managed to push for compensation with the large amount of money and that the Brands are quite responsive. WIC and workers are currently keep follow up information and communication with the Brands, and monitoring the conditions at the factory.

In the last quarter 2016, workers continues to work on the Building A work suspension by filing the case to the Ministry of Labour to demand for 100% compensation. The dispute resolution had once visited and met workers' representative at the factory, however, the dispute resolution offer later mentioned that the case had already out of their hand and if workers still want to bring the case, they would need to go to the court. Workers were so disappointed with the officer, and agreed, on Oct 18th, to file their letter to complaint direct to the Minister of Labour, and also copy that letter to Inspection Department as well. Workers had met with Inspection

Department Director and explain the case, the Director mentioned it is too late to file the complaint letter before the Arbitration Council award already issued and there is no objection of the award from worker party.

We were shaking and afraid when receiving the call to meet the Ministry of Labour, Vocational and Training officer. But did our homework, we read the Arbitration Council Award, we aware the labour law and we knew what has happened in our factory and case process. So, when we meet him, we were very confidence and able to raised questions and challenged the information provided by the officer. We also realized that the officer had not well informed and understood the condition and situation of M&V. We will continue to keep our struggle and we want to see how our case will be addressed through the ministry mechanism. Representatives of Building A workers at M&V international.

However, workers' representative continued pushing the case forward and had been in contact with different departments at the MoLVT from administration of the Minister to inspection department and to dispute resolution department include the new committee which was recently set up after the union law passed to deal with strike of workers. Finally, on Novemenr 9th in the afternoon, workers' representative was called to have meeting at the ministry. The officer who met with workers does not listen the explanations of the worker, and only inform workers that they need to be the representative of 30% of total workers at M&V International in order to bring the case to Arbitration Council because work suspension at Building A is a collective dispute, so need to follow the new union law.

Workers' representative and active workers at the factory is reaching to workers at the factory and collecting the support from other workers to ensure the number would reach to 30% of the total workers. Currently, they got around over 300 thumbprints, and they need around 300 more to bring the case forward. However, there is a situation where the factory management informed that they will suspend workers in coming years: Building C in January, and Building A with 5 floor building (2nd and 3rd floors) in February. The factory already had meeting with unions and ministry, and the reason is that order decline, so they do not have enough work for workers in 2017.

Ko Top Factory case: Workers had approached WIC in March 2016 since the situation at the factory is very difficult particular related to high target. WIC through Prey Tea DIC had facilitated the discussion with workers from Ko Top factory. We hold discussion (5 times at DIC) with workers between 15-30 people to share the information about the factory and working conditions, as well as draw the analysis of the situation by using different tools include mapping the situation and timelines etc. DIC support officer, key organizers (KOs) and Active Workers also had approached Ko Top workers at their rented room (6 times) to mobilize and organize them to work together to address the problem. Through the meetings at DICs and discussion at the rented room, workers got clear information about the working conditions and factory situation, and tactic of factory owner in remaining to get high profit in this production through the increasing of high target (double or triple) and reduction of workers in the production line. However, the employer continue to explain that since the wage is increased, the factory has not got any profits.

Through group discussion and mobilisation work, WIC managed to organized 5 groups of production line from the factory. The groups had also chosen their representatives to continue working and discussing with DIC/WIC to address the situation in the factory. The factory is producing for Wallmart, Leo and M&S. Since the factory aware about the mobilization and discussion of the workers, the factory had used different tactic to keep workers calm and less strategize by keep changing the production of brands back and forth with different target figure each day and week. Currently, workers are still monitoring closely and record the situation in the factory while keep discussing and meeting among the representatives and some active workers.

Eastex Garment Co,. Ltd: During late July and August, the factory had continued ending the contract of workers with the reason that the factory is bankrupt and could not maintain workers. WIC active workers and key organizers had gathered 15 workers to meet, discuss and analyse the situation in the factory, then they had approached factory administration requesting for proof documents if the factory is really bankrupt. The factory was then responded that there is no order and they do not have work for workers and workers continued to challenge for inspection department letter for approval if the factory is proof of having no order. WIC has

supported workers on labour law analysis and capacity development on complaint procedures and two active workers have filed complaint to the Ministry of Labour, vocational and training. Workers also submit their complaint to H&M sustainability unit, but there was little response from the brand. Workers had meeting and negotiation with the Ministry two times and they were contacted by broker to deal the case outside the legal process and offered additional \$100 to \$300 to close the case, but workers didn't agree. Finally, the Ministry of Labour has requested the factory to provide full compensation based on law to two workers.

Evergreen Apparel Col, Ltd: Three groups of workers had requested support from WIC to analysis the case and how to facilitate the dialogue with factory management for improving working condition. After many negotiations with participation from union, there seem no salutation, workers from three groups and their representative (how many people) were agreed to not come to work for a month and half to give more pressure to factory to respond to worker demand. As result, the factory agreed to a. lower the target from 600 pieces of jeans to 400 piece per day; b. add 10 more fans in the ironing section, and c. add two more of high speed sewing machines for worker to ease them in their production line. Moreover, two key organizers were elected and nominated in two unions in the factory

Southland: Workers About 2,000 workers in Southland factory had been put into leave and paid on 50% wage with the explanation of decline order and there is no enough work for workers. After few weeks, workers could not stand with the situation, and with the initiative of WIC active workers in the factory to bring the case to drop in center for sharing of experiences and conduct an analysis on the case. The information collected and analysed by the workers proof that the factory have a lots of work to do and many work had been transported to sweatshop rather than provide to worker in the factory. In the analysis process, M&V active workers were also invited to shared their experience of their case including the strategic, tactics that MV case could get compensation from the similar case in the Southland. 5 Workers with support from WIC active workers have continued to meet with union and factory administration to discuss the case, aiming to demand for full work for workers. In October, all workers have received work as normal from the factory.

2.4.3. Support Cambodian Grassroots Cross-Sector Network on Farmer's Campaign on Draft Law on Agricultural Land

Developing action plan and strategy for 2016 – 2017: SAC and two technical assistant has facilitated with 41 national and regional core group members (13 are women) to develop 2016 plan and strategy. focused on: i. strengthening the coordination and democratic decision making capacities of the core group; ii. Follow-up the people's statement submitted to relevant ministries during 2015 Cambodian Grassroots People's Assembly; iii. Strengthen policy and legislation analysing abilities; iv. Develop advocacy strategy. Due to the staffing constrains, SAC also hired a short-term consultant to assist the CGCSN with the process of developing Concept Note by conducting meetings NGO partners, donors, core group members and network members so that it could secure fundraising for 2017. Cross-sector network agreed to put resources into five areas: (i) build legal analysis and facilitation capacity transforming to local based members; (ii) grassroots awareness, and consultation workshop for mobilization; (iii) direct engagement of core group and active farmers with NGOs and donors working on lobbying and advocacy on this Draft Law; (iv) direct dialogue with the Ministry of Agriculture, Forestry and Fishery and development partners who provide technical and financial support for this legislation development; and (v) public education and mobilisation for mass supports through IEC materials, media and social media.

Training of Trainers for core group members: 41 core group members (13 women) and 72 selected key farmer activists (24 women) are trained on draft law on agricultural land with reflected and analysis to key government policies and laws such as National Strategic Development Plan, Rectangular Strategy, National Budget Law, national revenue sources and budget allocation, sub-decree on contract farming, rice production and export policy. Trained core group and key active members were able to provide effective basic facilitation in 77

grassroots consultation workshop in 15 provinces on Draft Agricultural Land Law with 1,775 community members and 860 were women.

Legal analysis and consultation: Technical Assistant team and the independent lawyer worked on the Draft Law on Agricultural Land analyses of 3rd, 4th and 6th versions. 15 key farmers have received intensive training workshop on the critical legal analysis of the law. The summary of the analysis paper has been produced, disseminated for discussion and consultation with different levels such as: training with farmer's representatives and core members, grassroots workshop with local community members. The papers were also shared with NGO partners and donors.

Advocacy and education materials: SAC co-produced a-12-minute documentary film "Food Slave" and four photos raised farmers' voice on their hardship in farming and deep concerns of the Draft Law on Agricultural Land Law. Two posters listed names of traditional and genetically modified organism seeds were also produced. These materials were used during the Farmers Forum in November with 468 participants. Key messages of these IEC materials highlighted concerns and demands that any laws and policies have to be made in protecting small and medium scale farmers, especially guarantee Cambodian food security and sovereignty. "Food Slave" was also screened during the NGOs and CSOs strategic preparation meeting with about 100 participants on 18th December prior to the National Consultative Workshop on Draft Agricultural Land Law on 19-20 December 2016 co-organised by the Ministry of Agriculture, Forestry and Fishery and NGOs Forum on Cambodia where 370 participants from private sector, development partners, NGO workers, indigenous people and farmers attended. The documentary film was also uploaded on CGCSN Facebook page and distributed in DVDs to NGO partners, donors and some core group members.

Farmer's campaign:

- Farmer's Forum: A one day national Farmers' Forum under "Draft Law on Agricultural Land" was successfully organised and led by farmers of cross-sector with collaboration and support from some NGOs partners, donors and technical team of cross-sector network. The Forum has brought 470 participants; and among them 413 were farmers (168 female farmers), and the other 57 participants who are partners and supporters from NGOs, donors and volunteers who assisted on the logistic arrangements. Significant achievement of the forum were such:
 - Farmers, especially their representatives felt the ownership over the Forum because it was mainly organised by farmers, including moderators and facilitation. In addition, farmers have also contributed their some of their personal money to support this Forum.
 - Farmers representatives were courageous and confident to talk about their situation and concerns related to key provisions in the Draft Law. This indicated clearly that farmers are capable to talk things related to their lives whenever opportunities and appropriate supports are created. The direct voices of affected communities were more powerful than those who often spoke on their behalf, and they demanded for that respect.
 - At the Forum, farmers' issues and concerns related to the Draft Law were exchanged and heard among farmers from different provinces, NGOs partners and donors. It was also heard by the development partner such as the ADB during the discussion and hrough the Farmers' Statement direct submission to the ADB's representative, Mr. SEM Chanthou, Senior Program Officer in charge of agriculture sector. His response was suggesting CGCSN for the consideration not to reject the legislation, but rather provide inputs for the improvement of the provisions, and that inputs will be strongly considered or incorporated.
 - o Farmers' Statement "Repeal the Draft Law on Agricultural Land" was submitted to the MoAFF-GDA office the next day after the Forum. This confidently understood that it was reached their office, together with the radio interview of the representative of farmer based on a press release by MoAFF was posted on MAFF's website on 2rd December 2016. The Ministry rejected Farmers' Statement that information or legal analysis that CGCSN raised was invalid because the group has looked at on

the 3rd Draft version of the Law, which now it was released the 6th Draft version. During the reflection meeting the group decided to write a Response Letter to MoAFF via direct submission to H.E. VENG Sakhon, Minister of MoAFF, read out to participants at the National Consultation Workshop on 19th December, and later on circulated to press.

 Farmers' Forum received both solidarity supports and financial contribution from some respected donors and NGOs partners who progressively work with communities and farmers with mutual respect and partnership

Why price of paddy rice is cheap while the government is trying to promote rice exportation

Farmers will become slave of their land due to the new law on agriculture land

We will not involve in any law development that would kill farmers

The law gives more power to companies and investors and it violates the rights to land of farmers. They

can't manage or control their own land.

• 19 representative of the cross sector network had participated in the National Consultation Workshop on the Draft Agricultural Land Law was organized by NGO Forum on Cambodia and Ministry of Agriculture, Forestry and Fishery. The cross sector network members are decided to boycott the workshop and declaring the powerful stance opposing the draft law on agricultural land. The meeting with donors and NGO partners was organized to explain the reason of Boycott position and tactic as well as discussed a long-term advocacy strategy, including the collaboration with key stakeholders. The cross-sector network was proposed and suggested for further meeting by the General Department of Agriculture and the team will discuss this proposal, next strategy and make decision together with the core group members in 2017.

2.4.4. Campaign: Access to affordable medicines

- Regional Expert Consultation on "Access to Affordable Medicines, Diagnostics and Vaccines" organized by UNDP, ESCAP and UNAIDS on 15-17 March 2016 in Bangkok. The purpose of the Consultation was to focus attention on the key challenges for access to affordable medicines, diagnostics, and vaccines; and to identify relevant tools and strategies that can help ESCAP member countries, particularly those which are low- and middle-income, meet their commitment under the "Regional Framework for Action on HIV and AIDS beyond 2015", which includes the commitment to ensure access to affordable medicines, diagnostics and vaccines. The Framework was endorsed by 50 countries and territories in Asia and the Pacific during the 71st session of ESCAP. CSOs met another extra day to share the information/data on current situation of access to medicines for HIV and Hep-C that gives organisers to put together as the result for the workshop, especially strategic response. SAC plays important role to follow up with country team to move the national plan forward, while discussing with individual potential resource people with public health and human rights experiences about conducting the research. The research aims to identify some key communicable and non-communicable diseases (2nd and 3rd line ARV for HIV, Hep-C and cancer) and what drugs are made available, accessible and affordable and the contrary.
- People's health movement: SAC was invited by People Health Movement (PHM) to join the workshop on "Building Movement for Health" which was held in Colombo, Srilanka from 26-29th April 2016. This workshop was organized for three main purposes: to present and discuss on the research study being conducted by PHM on "Civil Society Contribution to Health for All", to share on the state of PHM in the region and strategy for strengthening PHM, and to identify the common and collective activities. There were participants from the Philippine, Malaysia, Bangladesh, Pakistan, India, Australia, Cambodia, and Nepal. Each country had share experiences around PHM at the country level. During this four-day workshop, SAC provided two presentations on PHM in Cambodia, and a case study of SAC's work with women workers in Cambodia. At the end of workshop, all countries found that we are facing the same problems regarding to privatization, neo-liberalism, and free-trade agreement on healthcare which very negatively impact on public health and the life of people. Each country had its commitment and plan to work on building and strengthening existing movement for health and related issues, and to have a joined regional campaign such as to stop privatization, against specific free trade agreement, intellectual property right etc.

- Raise awareness with community networks and youth for advocacy: conducted four workshops with communities from most at risk population networks and young people represent university students and youth group (between 10 20 people per event) on fundamental human rights to essential healthcare and affordable medicines, especially infectious diseases. Vulnerable people of most at risk community networks appreciated the opportunity to learn the up-to-date information happening in the country and the region regarding trade policies and agreements threatening their lives. They are committed to advocacy actions to ensure the access to affordable medicines, including signing on national and regional statements calling trade negotiators to put TRIPS Flexibilities of the WTO and take out ISDS-Investor-State Dispute Settlement in RCEP trade negotiation.
- Engage with stakeholders to provide inputs on policies and legislations: utilised CSO space in the national working group to share problems and concerns of people's living HIV, Hepatitis C and Tuberculosis and the needs for affordable treatment. Provided inputs in research study designing process to produce additional evidence for lobbying and advocacy with government and legislators regarding making Compulsory Licensing for Public Health and proposing for the review Patent. Recommended research team consisted by national and international experts on intellectual property, patent and public health fields has been accepted by the procurement committee of UNDP. Scoping Study is to focus on "Intellectual Property Rights and Access to Affordable Medicines in Cambodia" is contracted between UNDP and Nossal Institute for Global Health of Melbourne University, and commenced in January 2017.
- Participate in regional network on trade and investment: connected with regional networks with strong advocacy against free trade agreements related to privatisation, intellectual property and patent system. Currently, SAC engaged with networks of the Regional Comprehensive Economic Partnership with 16 members: 10 ASEAN nations plus six FTA partners such as Australia, New Zealand, Japan, South Korea, India and China a member among 16 countries.

2.5. Media and Communication

- Within this semester report, WIC has produced three video (backbone, successful case of PDC factory close
 down without paying legal compensation, local campaign on rental and utility in Choum puvan). These
 documents and publication reflect about workers' campaign and advocacy, and struggle to improve their live.
 WIC will distribute, and screen these documents with wide range of key stakeholders especially workers to keep
 their momentum, motivation and inspiration for collective action to build workers' movement for life with
 dignity.
- Workers' Page Newsletter issue 2-3 had published and disseminated widely to different partner and especially
 workers in the six DICs area. This issue focus on Worker's Forum and Forum related to Women's Right Access to
 Greater Social Basic Services, and workers success in English language which led her to better position at her
 factory. The forth issue will be published in January with the story of success cases at Eastex and Evergreen
 factory, the rise prices as minimum wage raised, and trends of textile and footwear industry in Cambodia.
- In Nov 23-25, WIC with the support of International Women Development Agency (IWDA) had conducted a three day workshop with all staff (WIC DSO, Program Officer, Communication Officer and Coordination) as the second workshop to work on WIC Communication Strategy Development. The workshop focused on Situation Analysis include issues, outcomes and stakeholders analysis as the basis to develop key messages for communication and influencing. The workshop had been a rich discussion on the analysis and development of key message, and step forward for WIC Communication Officer to consolidate and plan for next step to finalise the strategy and starting the process at the DICs levels.
- SAC team has uploaded its existing resources such as research paper, articles on healthcare, and some other IEC
 materials including photos of previous campaigns and video about ongoing campaign in website. SAC facebook
 page had already reactivated and keep updating and posting current activities highlighting issues around
 healthcare services. Till now, the numbers of Likes by audiences has been increasing with the total of 501 Likes.
 Active website and Facebook page helped to foster the public participation in campaign, and sharing the
 information to audiences.

- To communicate effectively on the campaign of "Women's rights to greater access to basic social services" with the public, in particular those who has limitation in reading and writing. Us' media team come up with an idea to produce a series online provocative discussions and information. As the first step, the team had produced a short promotional video to highlight basic concept of the campaign through animation. SAC role mainly to support the team with the concept, and the team, with their enthusiastic and energetic had produced a simple comic video.
- Two articles of sex workers "Rights and Freedom: from the street to rehabilitation center" and "we deserve a life with dignity" were produced and published in Inplainspeak and CIDSE.
- Media coverage during the worker forum, farmer forum and women art forum were:
 - http://m.km.rfi.fr/cambodia-worker-situation-rfi-oudom-22-05 2016?ns_campaign=reseaux_sociaux&ns_source=FB&ns_mchannel=social&ns_linkname=editorial&aef_campaign_ref=partage_user&aef_campaign_date=2016-05-22
 - http://m.km.rfi.fr/cambodia/ITW-Mark-Chan-Sitha-RFI-Oudom-22-05 2016?ns_campaign=reseaux_sociaux&ns_source=FB&ns_mchannel=social&ns_linkname=emission&aef_campaign_ref=partage_user&aef_campaign_date=2016-05-22
 - http://www.rfa.org/khmer/news/social-economy/Garment-Workers-Meet-To-Learn-About-National-Health-Insurance-05222016093742.html
 - http://www.postkhmer.com/ព័ត៌មានជាតិខណ:កិច្ចសន្យាការងារមានរយ:ពេលខ្លី-ក្រុមកម្មករបារម្ភ/
 - http://m.phnompenhpost.com/national/hms-suppliers-guilty-labour-rights-abuses-reportalleges?utm_content=bufferb0c95&utm_medium=social&utm_source=facebook.com&utm_campaign=buffer
 r
 - http://www.thmeythmey.com/index.php?page=detail&ctype=article&id=40166&lg=kh
 http://khmer.voanews.com/a/unions-say-garments-workers-still-exploited-with-short-term-contracts/3341261.html
 - http://khmer.voanews.com/a/hr-garment-leaders-labor-activists-disagree-on-productivity-as-competition-rise/3344389.html
 - http://kleykley.sabay.com/MTQxNDg
 - http://the-opinion-today.blogspot.com/2016/12/heroinesineconomy.html
 - http://www.rfa.org/khmer/news/human-rights/women-demand-more-women-rights-12192016031055.html
 - http://www.rfa.org/khmer/video?v=1 8clgf7h0
 - http://www.rfa.org/khmer/news/land/farmers-not-welcome-drafting-the-law-land-Agriculture-11282016030745.html
 - https://www.cambodiadaily.com/news/government-dismisses-concerns-farmers-boycott-land-law-meeting-122205/
 - http://km.rfi.fr/cambodia/brach-buntheun-agriculture-19-12-2016
- 8 songs were sang and recorded by community band with facilitation and support from MB. The songs are about health and nutrition, environment and farmers' situation. Song "Meissen farmer" was so very touch to farmers who were at the farmer campaign on draft Agricultural Land Law.

2.6. Networking

WNU has collaborated with ActionAid Cambodia and Pannasatra University to organize youth debate on: 1. Sex
work is not harmful to public order and 2. Sex work is a choice to poverty reduction. This activity is part of safe
city for women campaign to break the silence of violence against women in the public space. It is observed that
youth's perspective on their debate toward sex work and sex workers yet based on analysis of the root cause

and evidence, and more from the human's rights perspective. The statu-quo of believing in culture and traditional is the barrier to the debate. From this learning, WNU reflect that there is a need to put more energy and strategy to work with young people for cultural and social transformation.

- Three staffs attended an inception workshop on WAVE organized by IWDA in Australia. The workshop had created safe space for Us and other IWDA partners in Asia Pacific region to learn about each others work, reflect on the results/changes we wanted to see as the result of the five years program. In addition, the space for wider network and feminist movement building for effectively addressing violence against women and bringing voices and empowerment for strategic and systematic change. Aside the inception workshop, Us' team also had side meeting with potential partners include Monash University, Rhed, APHEDA, and Sydney University. The meeting focused on introduction to each other works and seeking area for future collaboration and partnership. Furthermore, the team had also have meeting with two members of the Board of Directors to review the current strategy and discuss on the next five year of the strategic area/focus. Overall, the three weeks of the visit to Australia brought a great results: for example building good relationship with IWDA through the mutual understanding of Us program and approach and other partners; key strategic outputs for the long term strategic plan of United Sisterhood and gaining partnership with potential partners and Universities.
- One sex work from WNU's member and advocacy & campaign officer received the scholarship to join the 12th International Congress on AIDS in Asia and the Pacific (ICAAP12) held from March 12-14, 2016 in Dhaka, Bangladesh. The congress was attended by approximately 2,500 delegate from 56 countries. Most of the participants are the representatives from the AIDS community included PLHAS, CSWs, LGBT, MSMs, and IDUs. The theme of the congress is "Be the change for an AIDS Free Generation-our rights to health". The ICAAP12's mission is to provide an opportunity for the community people to join and voice their concerns in promoting the game changer with respect to AIDS prevention, treatment, care and support in the Asia Pacific region that will lead to shared vision in the post 2015 agenda and end AIDS by 2030. They were also invited to be a speaker in the Symposia1 "Reclaiming rights to sex workers" organized by SANGRAM India, it is the roundtable discussion in which the participants of the Asia Pacific Network of Sex Workers (APNSW) from India, Myanmar, Nepal, and Cambodia shared the ideas regarding to their working conditions, challenges, and demands. Also they are actively engage with other regional and international network during the forum for further collaboration.
- WNU continue to engage and cooperate with government, local authorities, FonPAMs Platform, CWPD, MHC MHSS, FHI 360 KHANNA, STT and the grassroots to advocate for sex workers rights and right to health and medicine and the issue in the rehabilitation center. WNU has used case studies and information to share with the network to raise about the negative impact of the Prey Speu rehabilitation center to UN Agencies and the coalition. In the first quarter, the Prime Minister has stressed the concerns about the center to the general publics and had ordered the Ministry of Social Affair to review the center's services.
- Study Tour learning about the community organizing of indigenous group in Mondolkiri: Focus on Global South invited WIC and SAC to join the study tour to exchange and learning visit to indigenous community which identify as a strong community in taking action on organizing, and advocating on land grabbing from the Chinese company for agri-business. WIC and SAC also learned about the culture and traditions of indigenous people and community in addition to the problem they struggle.
- Development Alternative for Women in the New Era: One SAC member participated in a-three-week training program with Development Alternative for Women in the New Era (DAWN) in Sri Lanka in November 2016. Through this program, she learnt a lot more information and knowledge on political economy and globalisation and analysed some of the global development policies and trends. The program allowed her to gain more knowledge on feminism and feminist movement which helped her have better understanding on feminist approach, and make more deeper analysis on how to better bring a diverse movement and group to work together. This program also allowed SAC to build more networks with other feminist activists from across the Asia-Pacific region, especially become one member of DAWN network.
- Young Feminist Fund-FRIDA: One staff of SAC still keeps her role as Asia Regional Advisor to FRIDA, and currently
 she takes another role in supporting to the capacity building team. She helps to co-coordinate this team, and it is

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still under its process in developing team's work plan and activities. This capacity building team will mainly support to grantees, which most of them are young women groups, in building their knowledge on feminism, strengthening facilitation capacity, and other needed skills.

- Provide workshop on land law: SAC was invited by Focus on the Global South to co-facilitated one workshop on Cambodian Land Law and Sub Decree on Economic Land Concession on 4-5 May 2016 in Oudor Meanchey province. The workshop was successfully held with about 20 participants who were senior citizens. It was a fruitful and active discussion and learning. Most of participants were very active; they expressed their feeling that it was their first time to learn these laws. During workshop, some of participants shared his view that this law had loophole and some bad points. There was suggestion from them that we provide more workshops to other villages.
- Messenger Band (MB) has assisted on LGBT rights during Gay Pride Week and Human Rights Day organized by RoCk. Moreover, MB was invited by other network such asw social work department of the Royal University of Phnom Penh to join and perform in the World Social Work's Day and MB received an application wared as social band worker; and Kampot festival of writer and reader which is the festival's unique take on storytelling—which includes music, spoken word, film and art—is meant to overcome illiteracy and language barriers and "create a structure to empower our Khmer audiences. MB team has been strongly recorgnized as one of unique women band in doing advocacy and campaign on women through song and performance. One of MB video was produced and published in social media and this link: https://www.youtube.com/watch?v=OtOHDCXxY Y&feature=share

I believe the powerful and strong voice of MB team is represent Cambodian youth, women, farmers, sex workers, and other disadvantage group through story telling, song, and performance during the Kampot Festival of Writer and Reader. Julien Poulson, Kampot Writer & Reader Festival Director.

- WIC had hosted AJWS board of director members and key donors visit on 4th February 2016. The visit focused
 on the learning of WIC work and empowerment process with women garment workers. WIC had shared the
 presentation with brief introduction of the work and approaches, positive outcomes and challenges in campaign
 and advocacy for social political change. The visitors also visited to three different DICs (Chumpuwoan,
 Posenchey and Prey Tea) and had dialogue with Key Organisers and workers in the area to learn about their
 situation and participation at DICs.
- Us' leadership team had facilitated staffs and key women's organisaitons on political contextualise reflection and
 analysis, under the current political climate in Cambodia. The idea is to build awareness and consciousness of the
 team on potential risk and opportunity in maintaining their strategic focus of our and their works by looking both
 internal and external factors from relevant stakeholders, including the government, UN, INGOs, bilateral donors
 and political parties. This process helps empowered our team on critical analysis ability, confidence building, and
 maintain the independent role as social groups working for women's rights and social justice.
- SAC and WIC coordinator were invited by American Jewish World Service (AJWS) to their Annual Gala in the honor of Ruth W. Messinger and meeting with donors and partners. The visit includes the meeting with AJWS staff in New York and providing story of success and challenges reflecting the experience of working in Cambodia for women and minority human rights advocacy, delivering the speech at the Gala since WIC had received an award as an honor from Ruth W. Messinger. In Washington D.C., there was meeting with donors/supporters, and meeting with people at the Capitol Hill, White House and State Department include staff of congressman Alan Lowental (Chair of the Congressional Caucus on Cambodia), White House National Security Council, and Office Global Programs at the Bureau of Democracy, Human Rights and Labour.
- WIC Communication Officer together with the Coordinator participated in the 3-day regional meeting on Business and Women's Human Right, from 14-16 December, in Kuala Lumpur Malaysia. The meeting brought different participants from over 20 countries to discuss UN/International bodies related to business and human rights. Especially the participation from CEDAW and ICESCR committee members at the meeting had provided

rich discussion and challenging thoughts/arguments on the effectiveness of the UN mechanism and alternatives to address corporate capture.

• WNU staffs had participated in various training such as social protection, safe facebook using, intellectual property rights, report case documentation, positive protection toolkit, monitoring and evaluation.

2.7. Organization Development

2.7.1. Human Resources:

WNU: The position of Campaign and Advocacy Officer of WNU is still vacant. Managing Director is successfully recruited. Staff and coordinating coordinators improved their organizing skills and began to develop monitoring processes of DICs operations and approaches. Staff are also improved their reading, writing and speaking in English and expressed their willingness to learn more in 2017.

WIC: Communication Officer of WIC is recruited to support on organization's communication strategy development and publications.

MB: One coordinator is working as part-time in the last quarter 2016. MB's board of director is in the process of recruiting Team Leader of MB and making decision on new structure of MB. MB team are trained on contemporary dance, music instrument, and voice and dancing performance. One MB staff is able to use keyboard for small performance in Drop in Center.

Us: Coordinator Committee has decided to move IT officer to Us. Us is working on harmonizing admin and financial system to be more consistence and proper function to serve the program operation of each Us member institute.

2.7.2. Staff retreat

• WIC team has conducted two times of staff retreat with staff, key organizers, active workers IT staff and one representative from board of director. The objectives of the workshop were a) team spirit building b) to reflect WIC's program implementation and c) consultation on strategic plan for 2017. The process of the retreat started with team building exercise, then led to the reflection on what team pride, key challenges and concerns during 2016. From this exercise, the team began to reflect the achievement against the plan 2016, and identifying key driving factors in the industry that continue to make challenge in realising the decent work and dignity of women workers lives. WIC used system thinking as a tool for women workers and staff to analyse the system of exploitation, and as a mean to building key strategic idea for future program.

Before participated in 2 days review and reflection, I think workers situation is very difficult and there are many challenges, however, I never thoughts that those challenges are connected to each other as a system. Now, I realized the problem so clearly. Though we have discussed our analysis and strategies. And I will take these strategies to work together with other women workers. Active worker at DIC

- Strategic meeting of MB was facilitated by SAC staff and Us Liaison Officer. The retreat was to reflect the
 program implementation in 2015 and commitment for future. The reflection also brought MB to discuss how
 the Band could contribute to social political change and just economy, while continuing to be professional as
 artist and the Band.
- WNU conducted a retreat in Kampot province to review and revisit the vision and strategic plan from last 3 years and updating for the next 6 years. The retreat included team building activities to recall their solidarity among the team, and reviewed 2017 2022 vision. The revised strategy will be finalised and reviewed by board of director. WNU team also discussed strengths and weaknesses, and agreed on internal policy which are part of organization management and development. In addition to reflection and review, the team had also learned and exercised around feminist and power concept, and discussed how significant these concept are in WNU work and networks.

• SAC and Us had conducted annual review and reflection on the key activities such as women's rights campaign to greater access to basic social services; support to Cambodian Cross Sector Network; Campaign on Affordable Medicine and Organization Development. The team also discussed the plan and focus in 2017.

2.7.3. Financial Management and Fund raising

Financial Management:

- Us had drafted Financial Manual for the alliance to respond to the audit finding and recommendation to have better harmonization of financial system and procedure among Us' institution members. The draft had now sent for Us Board of Directors to review and comment. Us Liaison Officer had once provided the basic orientation to Us team member on the content and insight of the manual, and more orientation will be done when the manual is finalized and approved by Us Coordinators' Committee and BoD. The manual is expected to roll out in 2017.
- Us is currently discussing the possibility to have Finance Consultant to support in reviewing financial system and management of Us' institution members, and look for possibilities to better systemize and manage Us' financial and account operation. The Consultant is currently reviewing all the necessity documents and will begin to work with Us' Admin and Finance in early 2017 to discuss the findings, options and possibilities.
- Finance team had produce annual report for 2015, set up global budget with donor allocation to each team, develop semester budget projection and mid-year report to donors in 2017.
- Annual audit is conducted and positive responses received from the audit. Us financial procedure and system was also regular reviewed by donors such as SADP, ActionAid, IWDA and Oxfam.
- In 2016, WIC started to take the turn from WNU in hosting Unite Sisterhood Alliance. Being as a host, WIC Adm and Fin team had been patience and work very hard to support administration and logistics requirement by Us members if they are under Us' responsibility and support activities, in addition to WIC core operation program and administration.
- WIC is also hosting Cross Sector Network as a legal umbrella for their activities on the ground and at national
 level when there is legal support requirement. WIC is also providing an umbrella for the network to create bank
 account and facilitate financial flow of CSN. WIC is also a key member of CSN, and therefore WIC team members
 are very active in actions organized by CSN in the region and at the national level, for example, in famer's
 consultation and forum on the draft law of agricultural land.

Fund raising:

The alliance is able to build the identity and position with various donors through program and campaign activities. WIC was awarded by American Jewish World Service (AJWS) under the Ruth W. Messinger Award, who is retired as AJWS president and become the global ambassador, for an outstanding contribution to social justice. United Sisterhood has a strong commitment to generate own income and the plan in included in the next strategic plan for the alliance. We have connected to new funding such as Bread for the World, WaterAid, APHEDA and War or What in regard to grant and technical support. Moreover, the alliance also build connection with regional platform on advocacy and campaign such as JASS, APWLD, Forum Asia, RCEP CSO, Focus on global south and IWRAW on issues related to feminist, trade and investment and CEDAW.

With support from IWDA in developing five year proposal, Us has developed the For funding 2017, there are several donors committed to support an alliance such IWDA, SADP, CCFD, AJWS and BfW. The alliance is also expected funding from Oxfam and ActionAid Cambodia as well.

In 2016, there was facilitation meeting with Volunteer from Australia in discussion and facilitate to develop plan for fund raising to have own building for an alliance. Us team will revisit the plan and develop clear action

2.7.4. Internship program:

Seven students (one male) from local universities were hosted at Us. The main tasks for the internship are including:

- Produce presentation on Health and Debt, and share result with Us members, and students from Social Department.
- Support SAC's program staff as needed including making note during meeting, prepare and arrange meeting with youths, supporting media team, compile case study and document for women's right campaign.
- Contribute to Child Protection Policy development
- Support Us team during event such as worker forum by working on logistic arrangement
- Support WNU and WIC during mini-forum and worker forum including preparing and arranging art materials and logistic support.
- Making note during Us meeting
- Produce IEC materials
- Support WNU on translation, and other tasks as required by WNU coordinator
- Collect case study of living and working condition of sex workers (document for Us campaign)
- Collected and compiled news, articles, and document around Trade, Free Trade Agreement

United Sisterhood is going to expand the internship program to local and international institution to support to each team on various aspects such as organization development, fund raising, art and policy analysis.

2.7.5. Information Technology

- Manage and maintenance, development and continuous improvement of IT infrastructures, service, operational practices and support services.
- Management and maintenance of Internet facing network devices and IP address.
- Establish necessary security measures to prevent unauthorized access to the organization server system
- Design all kinds of artwork for printing such as brochure, leaflet, banner, name card, poster, cover CD-VCD, Books etc.
- Engage with other team member to raise profile Us's through social Media & Website(Us) FB,YOUTUBE
- Support Focus on the Global South in facilitate training to community on social media;
- Facilitate with SAC team and cross sectors in design IEC materials for farmer's campaign

III. CHALLENGES/ISSUES

3.1. Internal

Organizing & Mobilizing:

- The police cracked down much more often in 2016 so it made sex workers women in situation more difficult and even worse due to their lack of money to support their daily living expenses;
- There was also less participation by the sex workers in WNU's activities because they had to switch their
 working hours to very late at night (to avoid the arresting from police) and many of sex workers were too
 exhausted to participate as they were forced to drink alcohol or using drug during their work and against their
 painful. It is quite hard for sex workers to join any events (training and workshop) when their mental and
 physical not healthy
- Some entertainment establishment owners refused to cooperate with us to provide training to our members.

Support services to women workers:

• The 24 hours hot line service run by WNU is not well functioning for the reason that most of sex workers women used public call so it was unfavourable and not reachable for our staffs to call them back. In addition, most of sex workers women have not fully understood about our 24 hours phone hot line service.

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- The principles and procedures in using emergency financial support to sex workers is not clear. This is the reflection of lack of communication between the team and sex workers, and the ways to manage the expectations of sex workers.
- Some of sex workers were reluctant to file criminal complaints with some of them fearing the repercussions if they did

Campaign on women's rights to greater access to basic social services:

- United Sisterhood seemed to only determine the long-term objectives of the campaign, not specific at short-term period or phase that aims to accomplish.
- Staff provided some feedback that the operational plans developed by women workers from both WIC and WNU
 for local-based advocacy actions were not effectively implemented and follow-up, while the national-based
 advocacy actions continued making somewhat was not well elaborated linking from previous ones with
 December women's arts forum on "heroines of economy" in relation to women's rights to basic services. This
 was also due to lack of internal communication among four member groups, particularly on the change of
 strategies and tactics.
- The delayed of replacement the leadership and program operation staff of Us members affected the full participation in planning and implementing the campaign action plan as a joint coordination effort and from leadership to program team.
- Strategic engagement with different stakeholders between public and private sectors at local and national levels have not been precisely developed that could provide guidance to Us team and women workers to utilise.
- Facilitation and analysis skills and abilities have only been increased among program operational staff members
 of WIC, not with WNU and women active workers yet. This was due to diverse capacity levels, the lack of human
 resources, especially policy and legal experts as well as staff turnover, while the small team members were
 committed to get involved in different works internally and externally, especially urgent dispute cases.
- The uniqueness and core advocacy campaign of SAC/Us was about addressing or opposing privatisation of social services as impacted by the trade neo-liberalisation capitalism system. However, the campaign has not been clearly highlighting this issue with women workers, government, NGOs and public. It rather makes the women's human rights to basic services in typical messages as many others did.

Campaign to Access to affordable medicine: The limitation of staff capacity in understanding the concept and following-up with the emerging FTAs as well as trade and investment policies, including RCEP and Trans Pacific Partnership (TPP). Lack of communication strategy and staffing to follow-up and encourage young people and networks in Cambodia for regular and ongoing discussion

Cambodian Grassroots Cross Sector Network: the organizing at the ground remains weak that leads to weakening when it comes to advocacy campaign; increased in women's leadership and policy analysis abilities at core group level, however, number of women's representative remains lower compare to men, which is one of the main challenges for United Sisterhood has been struggling; the commitment of Technical Assistant is to build the capacity of core group and active members directly for the core group and active members, less supports to local members.

Living and Working Condition Campaign: The trend that most factories to put workers on leave and paid only 50% of wage in the reason of no order from buyers is increasing. This lead to low or no compensation to workers as per labour law. There is a trend to close the registration factory and open small sweatshop in rural areas which a lot of abuse, minimum wage is not the same as stated by government, and child labour and there are no many agencies/institutes working on this area. Outreach to workers is getting hard since many factories required workers to work overtime and the workers often get exhausted and tired and do not want to engage with our activities.

Organization Development

WNU

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- WNU staff turnover is yet addressed, members from some team had to allocate their staff to support WNU in organizing key activities such as organize local consultation, and mini-forum for the people policy development.
- The cooperation between WNU staff and coordinating committee is yet well functioning.

WIC

- WIC staffs, key organizers and workers took high risk of personal security, for example the team and workers
 were often followed by unidentified men, when dealing the specific and sensitive case such as M&V
 International Manufacturing, and rental campaign at DICs. Because the campaign and the case had significant
 affects to the business deal and benefits of those involves in the business.
- Outreach activities with garment workers are organized in night time which could affect staff safety and security.
- WIC had handle many cases in 2016, therefore, team had work so very hard in dealing and managing the
 relationship with different actors as well as workers who are from other factories that have yet cases. Cases
 taken required lots of time and attention in building workers' confidence and competence as well as conducting
 investigation for evidence building for advocacy and dialogue with relevant stakeholders.
- WIC management team had done lots of traveling for WIC and Us related work, particular on building new
 relationship and partner and to advocate on issues that women workers are struggle. This had contributed to the
 challenge of time management at the Drop In Centre to support mobilizing and strategizing work on the key core
 operation of DICs, and staff time for family and personal.

SAC

- SAC's staffs limit knowledge on public health and related issues particularly specific trade agreement on health such as TRIPS, TRIPS's flexibility, and others. Thus SAC staffs have to learn and explore more on these issues in order to increase working effectiveness and efficiency.
- SAC lack of regular internal meeting to update of what happening around the issues, plan and strategies to strengthen campaign.

Us

- Fund released from donors were scheduled in different time which difficult to allocate budget to each team to run their program activities.
- Lack of comprehensive hand over from former colleague to new staff on financial management and system
- Lack of common understanding on financial management from finance and program staff which result to difficulties in dealing with paper work and budget spending.
- The process to acknowledge new office and new coordinator/manager of WIC, WNU and MB from the Ministry of Interior required long processes and times.
- Took time for reporting to some funding partner as we need to copy and (stamp paid by the partner), a single receipt recorded is also need to record and stamp.
- Took so much time for budget allocation and re-allocation while WIC really need more budget allocation than others. Therefore, Finance Officer had to always consulted with coordinator on the spending and allocation which contribute to the delay and exhaustion.
- Contract need to have for each equipment and services WIC/Us purchase, and this had consumed time on correspondence with suppliers. In addition, Admin and Finance team need consultation from time to time with staff to ensure the requirement/need are met. Therefore, the team had often diverted the concentrate of cash and account management which had caused delayed in recording and reporting in the system. Moreover, it causes burden to the team when many requests for equipment and services happen to be at the same time.

MB:

- Fund to support on local travel to community band is low which sometime difficult for them to join MB activities
- The community band members are living far from each other and difficult to organize meeting
- Local authority in Prey Veng is difficult to engage due to political interest

- Change venue due to weather conditions (heavy rain) in Pursat
- Community people in Prey Veng are migrate so less people join the performance
- Capacity to arrange sound and light system is still not professional
- Lack of tools and mechanism to track MB songs reached out to media (radio and facebook)
- Less local audience since majority of the villagers are migrated for employment in the city and outside of the country

3.2. External

- The current political climate where human rights defenders were arrested and member of parliament were jailed, and NGOs were investigated and targeted by government institution through anti-corruption law and law on association and non-governmental organisation. The situation is impacting the on-going program especially the mobilizing mass people in public spaces.
- The new extension for patent protection on pharmaceutical product is scheduled in 2030. However the Cambodia patent law sets patent protection in 2016, and Cambodia's may also graduate from Least Developed Country by 2020; this causes access to medicine is still at risk for current situation. Thus, demand for the review and amendment the existing patent law is a must to do, and the institution that should play crucial role in pushing for this law amendment and reviewing is the Ministry of Health. So, we need more resources (human and financial resources), and we have to put more effort and collaborate more closely with UNAIDs and UNDP and other relevant stakeholders to push and support Ministry of Health.
- The fast evolving of international trade agreement on health such as Tran-Pacific Partnership, Indian-EU trade
 agreement, India-ASEAN (Regional Comprehensive Economic Partnership Trade Agreement) make us feel
 frustrated, and we have to put much effort and power to follow up all the information on these agreement.
 While most of the time we find it hard to get detail information around these issues. We really need support
 from external networks.
- There are still huge lack of awareness among community and patients on generic drugs, patent on medicine, free trade agreement and son on and so forth, so we have to spend much time and effort to keep on awareness rising on these related issues. In order to support these activities, we need to get support from some external experts who have high knowledge and information on these related topics.
- The police cracked down much more often so it brought sex worker women's situation became more difficult and even worse due to lack of money to support daily expenses. That will be the result of less participation with our work in behalf of switching working time to very late at night since most of sex worker women are exhausted and sleepless.
- The local authority still discriminate sex workers women that caused our work strategy became tougher to cooperate with. In particular case, There were some of sex workers women who were in Prey Speu Rehabilitation Centre could not get regular antiretroviral medicine and the worst case was that the doctor didn't want to give them antiretroviral medicine. At the hospital and even the doctor are not welcome and still discriminated the patients.
- Sex workers still lack of confident and trust to fill any complaint related to violence or harassment they faced with client, partner, police. Strengthen the organizing with sex workers needs to improve to build the trust relationship between the women workers and WNU to advocate for their rights.
- Garment workers faced significant challenges at work include high quota (double to triple) target, reduction of
 workers at production line, low piece rate producing and forcing working overtime. This had resulted in workers
 poor health and time for social activities and movement.
- The exploitation and abuse of workers' rights at the main factory, and contracting the production to sweatshop and smaller factory, currently is a real challenge. Many workers are dismissed while those who work at the

sweatshop did not get access to fair wage and benefits. In addition, the closed down and moving factories from city to province cause workers movement which contributing to the difficulty mobilising and organising work of WIC with workers.

• Cross sector network: The commitment of Technical Assistant is to build the capacity of core group and active members directly for the core group and active members, less supports to local members. Most of the cross-sector networks' organising at the ground remains weak that leads to weakening when it comes to advocacy campaign. Increased in women's leadership and policy analysis abilities at core group level, however number of women's representation remains lower compare to men, which is one of the main challenges SAC/Us has been struggling.

IV. LESSON LEARNT

- When doing analysis of relevant policies/laws, Us solely did the process, and didn't get access for support from legal expert. We did the analysis based on our experiences and understanding on situation of workers at the ground, and did analysis with workers themselves. The analysis would be advance if we could get support from legal expert.
- Comic video is a very new initiative, so lots of time and resource had been drawn from the media team. In the
 future, it would be helpful if there are supports and advices from technical expert so the production could be
 fasten and more professional.
- According to our lessons so far this year during our discussion and training, we are formed in the artistic and
 creative approaches to attract sex worker women to join with us are more effectively and fully engagement for
 making sure they are not boring with the process. And choosing the best times for them to join our
 forum/activities also to make our activities fully achieve.
- We choose the way to engage with the local authorities by visiting them more often to build closed network with them in order to have a better cooperation, not just go to them when we need their help. We must build a better cooperation with local authorities before going to visit some entertainment shop.
- Based on our previous problems especially working with coordinating committee, this year we has share our tasks/responsible more clearly and we got a better result.
- Improve the transparency of WNU committee to encourage participation and information sharing so that women feel more confident contributing their membership fees.
- Develop clear guidance for distributing emergency financial support. Ensure that two signatories are required and that the decision making is fair and transparency.
- Some of sex workers are cancelling their complaint in the middle way, so we must make sure with them to understand clearly before they decide fill the complaint.
- Staff are inspired and confident to have regular sharing and discussion on political context analysis (in and out country).
- The engagement with key stakeholders included Brands, Ministry of Labour and Factory owners/director was the first step in WIC strategy for strategic engagement and industrial relations building. This engagement had contributed to the success in dealing with workers' rights abuse cases and monitoring the abuses at the factory.
- Evidence based advocacy is the most strategic way to address rights violation and key actors engagement because it provided clear evidence and drew concrete demand to the dialogue table.
- Creating space for workers to come together for understanding and analysing the violent situation, and building strategy is a very empowering process for strategic and collective actions to social and political transformation.

- Cashier had known clearly on what supporting documents needed to what spending and its process of preparation as well.
- For Finance Officer, significantly, as organization financial management, WIC have enough time to concentrate
 on specific stuff when Us have recruited Liaison Officer because it help to release the work WIC does on Us'
 report combination and responding to donors since LO is quite competence and taking this responsibility
 actively.
- Having Liaison Officer to support Us in communication internally among team members and externally with other partners and donors contributed to better function of the alliance as well as the alliance relationship and deadline with funding partners.
- Ownership building of workers on any actions/cases handling is very significant to the achievement and success.
 Although this work required lots of time in meeting, providing inputs and capacity, as well as mentoring process, it helps in building confidence and competence of workers in activities implementation and cases handling.
- Constant and regular follow up and reflection helped building commitment and activism of women workers. Moreover, critical reflection allowed women workers to have deeper analysis and strong commitment with clear vision of their work and action on the ground, especially at their living and working areas.
- It is important for Us to keep bridging and involvement in different levels include local, national, regional and international. This involvement through meeting, workshop and advocacy trips helped Us to keep up on the regional and global dynamics related to trade, investment and social movement, and it provide lessons learnt to be shared and reflected on the grassroots movement building with the targeted communities.
- WIC had learned significantly in building confidence of staff and team members through action based learning
 and mentoring, either in regional and international meetings or ground work and cases handling. This action
 based learning and mentoring had proof to be strong approach in building staff and women workers capacity in
 analysis, strategies and dialogues with key stakeholders.
- Cross-sector has been operating for five years and made some impacts both increased in some individuals and
 respectful collective actions. However, it is not sure how CGCSN has made greater impacts in terms of the
 change at the government policies, laws and power structure. Therefore, the external evaluation should be
 conducted in order to assess the bigger impacts, including: ability to build grassroots people's movement
 through collective learning platform, democratic decision making, and advocacy actions; how effective it has
 been for TAs to play current role in providing supports; and how cross-sector should be functioning for effective
 works as people's organisation
- **Women's Rights campaign:** Effective communication strategy should be designed and strengthened for internal staff and external stakeholders. Develop a comprehensive advocacy campaign strategic and work plan with clear timeframe, objectives in the short and long term period, and identify a joint coordination role and responsibility balancing the diversity of team members' capacities.
- MB has improved their facilitation and confident in sharing and discussion on health issues with community
- MB has enhanced their capacity to coach community band on song composition, stage decoration and agenda setting
- The music caravan was spent in low cost but engage more with audience

V. CASE STUDIES

4.1. Sex worker

Cambodian Sex Worker: "We Deserve a Life of Dignity"

By Sophorn Yit

Just Associates Southeast Asia

Women in Cambodia's sex industry suffer from abuse, exploitation, and violence. Their customers, recruiters, managers, and even the police – all are contributing to the violence that sex workers suffer. Unfortunately, the current laws of the country do not address the sex industry as a system.

In March 2008, Cambodia passed the law <u>Suppression of Human Trafficking and Sexual Exploitation</u>. It was supposedly aimed at giving protection to women in the sex industry by making the selling of sex illegal. The implementation of this law involved clean-up operations and police raids of red light districts. For the sex workers, this law has actually resulted in decreased safety for women as brothels are closed down and women are forced into street work. Women plying the sex trade are now being arrested. They likewise report police brutality and imprisonment. The unclear and discriminatory laws and policies are proof of the Cambodian government's ambivalent stance towards the sex industry: the act of selling sex is prohibited yet it is a usual sight especially in tourist areas.

Given this situation, women become easy and convenient targets, while those who victimize, exploit, and even profit from them – customers, bar owners, pimps, and crime syndicates – remain unpunished. Vann Phary (make up name by the writer), a sex worker based in Phnom Penh, describes how she got into the sex trade and how her increased awareness of her rights through a gender diverse sex workers' network led her to an empowering journey to self-awareness and confidence. She now educates fellow sex workers about their rights. This is her story.

I am Vann Phary, a 54-year-old sex worker. The life I lead is not easy. For many years, I have been asking these questions to myself. Why do the Cambodian people discriminate against women sex workers? Does it destroy another person's dignity? When will the discrimination end?

Before I became a sex worker, like most women in Cambodia, I followed Khmer culture and traditions. I have lived in Phnom Penh City since I was born. Born to a poor family, I only received a little basic education. My parents believed that women will eventually be married off and be mothers and take care of family members so a high education is not necessary. Later on, I agreed to an arranged marriage because I usually listened to my parents' advice. All daughters must listen to their parents' advice without question – because that's how good women should act. It is the power or influence of customs and traditions and Khmer culture in general. At a young age, I got married and born six children – three boys and three girls. I did not have any skills or education to find a good job.

My family life was not simple. I stayed at home and took care of my children. I was totally dependent on my husband's income. Not long after we got married, my husband had a mistress, became a drunkard and a gambler. He also started to beat me up. He became unemployed and no longer took care of our family. Often, he would come home drunk; he would curse and threaten to hit me if I do not find food for him to eat.

My husband pushed me to find income for him. I did not have a choice; I have children to take care of. I lived with unhappiness for many years. I often cried and never let anyone know about this, except for our neighbors who live nearby. When I can no longer take it, I decided to divorce my husband. I was 35 years old then. It was very hard for me especially as I do not have any skills and I have to continue to be responsible for finding income for my six children who needed the money for education and food.

After I got divorced, I found other sources of income – by doing other people's laundry, by becoming a nanny and cooking for other families, and by working as a masseuse. But my earnings from these jobs were not enough for my children's education. I often begged my children's teachers to excuse them from paying school fees.

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I then worked as sex worker because I felt that I did not have a choice. The first time I worked, I felt nervous because in my mind I felt I have a bad job. I did not let anyone know about my job. But it cannot remain a secret for so long; after they became aware about my job, everyone who lived around me – my neighbors and relatives, especially my brother – they all looked down on me. My brother said that it is job that Cambodian society will discriminate against. He told me that it is "not a proper job for women". My neighbors would often ridicule my children by saying that they have a mother who is a sex worker – a woman who has sex with different men. At that time, I hated myself for having this job.

Many people think that I am not a good woman because I have sex with many men. They think that it is an easy way to find income and does not use any skills at all; they say that it is not job, it is just enjoyment through sex. In the beginning, I believed it too. I lost respect for myself as well as my job. When my body became weak because of some minor illness, everyone thought that I have HIV/AIDs. My children would often cry when people who lived around us would insult me. I lived with these hardships for many sad years.

The same as other sex worker, I work hard every night. I have to be with as many guys as possible by standing at some park in Vat Phnom in Phnom Penh City. In my line of work, I have had different kinds of clients like garment workers, construction workers, government employees, etc. I usually get USD10 dollars for one guest for serving sex for one night. I am fortunate to not have had met bad guests. Most of them are 'good' to me and they would often give me more than USD10 dollars fee.

Every night, I had to stand in different spaces waiting for clients or guests. Some nights I became afraid and fearful because of the darkness and also because of police crackdowns. But I had to continue doing this job because of my children. I miss my children every night when I go out to work; my spirit was with them, my body with my guest.

Most of the sex workers have had little basic education like me. And most of us are unaware about the laws – such as the one that addresses our situation – the Suppression of Human Trafficking and Sexual Exploitation. We didn't know about it at all. We just know that the situation of our sex work are getting worse after this law passed in 2008, police had been started to crack down us and often abuse us because they talk about "enforcing the law" to threaten us. And we also thought that we were doing is against the law. We never asked for help from anyone as we were afraid and nervous.

Some nights can very dangerous for us; it can be unsafe for sex workers. When there are crackdowns, the police would always arrest us and accuse us that we "damage" the norms. The police would beat and hurt us, curse us and some would even hit us with rocks. Many sex workers have been beaten, raped or robbed while in police detention, and the mass closure of brothels has hindered efforts to curb the spread of HIV/AIDS and other sexually transmitted diseases.

But when I heard about the group of sex worker called Women's Network for Unity (WNU) which my friend introduced me to join their meeting and became the member. I became hopeful. I thought to myself, it was a group that can help me and other sex workers. The WNU people would often work around my home to distribute the condoms and to meet with the sex workers, which gave me space to talk and share about the challenges that I faced. I learned a lot from them about laws, my rights, health care and the awareness of HIV/AIDs.

I felt I had many friends whom I can share my experiences with, whom I can talk to — with warmth and understanding. I have attended several series of WNU trainings and since then, I volunteered for WNU. Because I know about other sex workers' challenges, I can help them and protect them. Slowly, I started to change myself. I joined with them to fight against discrimination as I have experienced it when working at night.

Through WNU, I found out about different views from my work. It was WNU who tapped my leadership potential and passion. Every time I took part in WNU meeting – I did not feel alone and strongly understand that "Selling my body is my rights".

I am Vann Phary, a sex worker who stands up for sex workers' rights. We sex workers deserve a life of dignity.

Working as sex work is not illegal

By: WNU Team

My name is Socheata, 38 years-old and I came from Kampong Chhnang Province. I am a sex worker. My family was split up when I was young because my father had another wife and other children. I was only able to study until grade 6 because my family didn't have any money, and I never continued my education. At the age of 19, I came to work at a Bar in Phnom Penh which I was introduced to by my friend. I was scared at first, but I needed to earn money to send back to my family and for my own survival. Not long after starting my journey in sex work I was ganged rape, and I have suffered a lot of violence and abuse over the years. Because the work I do goes against the traditional and cultural norms in Cambodia. I also suffer constant discrimination and verbal abuse.

Home is not the place where I can rest peacefully as I need to walk past neighbors who stare and discriminate against me. I am considered to be a bad woman because of my profession. Many of them have stopped talking to me and whisper and talk about me when I pass them on my way home. Additionally, my relatives cut all connections with me when they found out that I was a sex worker. Before coming to WNU, I felt very isolated and often felt like I wanted to die - but I had to stay strong for my daughter.

"On top of all of all that, when I'm working during the day, I face the constant threats of arrest by the police, who operate random crackdowns against sex workers. I've often been arrested and sent for rehabilitation or kept in the police cells for days on end. During those times, I depend on my friends to take care of my daughter and make sure she's being fed".

I blamed myself and my destiny for four years - "why couldn't I have a proper job?" "Why I do I have to do illegal work?" I cried most nights wondering why I had this life!

Since meeting the Women's Network for Unity I have had new hope because they support women like me to value ourselves and our contribution to society. I have learned that I have the same rights as other citizens and this has helped my confidence to grow. Since connecting with WNU, I've been able to share my sorrows and concerns with other women who understand how my life is - both other sex workers and the staff and volunteers. I know I can approach WNU for support and counselling whenever I need to and they've helped me to challenge the abuses I've faced.

Additionally, I've received lots of different training, including being trained on Domestic Violence, the impact of drug using, HIV Law, how to prevent STD infections and how to use condoms properly. We've also learnt how to mobilize new members so that they can also benefit from WNU's services and the 24 hot line service. I've been able to share my experiences with other sex workers. I came from a place of hopelessness but I now have the confidence and knowledge about my rights to negotiate for better treatment and living conditions and I'm pleased to be able to share what I've learnt with my sisters.

4.2. Garment worker

Because of the love for study, urged women garment workers to pass high school examination By: Touch Sophorn and translated by Sea Lihoung

Even in a difficult situation, because of the love for study, urged garment worker decided to take their spare times from working in the factory to pursue their study until successfully passed the high school examination.

Among the candidates sit for grade 12 examinations in 2015 in total of 83,325, there were 46,560 students passed

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which equal to 55.88 % of total candidates. Within nearly 60% of passed candidates, there are also garment workers, too. This is a pride for the garment workers who are able to pass this exam.

Sot Phorng, one of garment worker who has ability to get this degree, showed her happy feeling that she can pass it. She said "Study was what she loved the most, even though friends and family criticize or impedes her studies, she never thought to give it up".

Like Sot Phorng, Chey Ann, another candidate who passed the examination and is also a garment worker, said that she is very excited to be able to make her dream come true. Ann said, "'My dream is to pass high school exam. I didn't know what I want to do but I know I have to finish grade 12. My mother said girl who studies a lot is not good. That's why I had to quit school by grade 9, and when I applied to take this grade 12 exam, my family didn't support me as well. Also, my co-workers teased me that I shouldn't put effort on the exam because it's useless. But now my dream came true."

To achieve one's goal, everyone always need encouragement and support as necessary. The two workers said they were able to achieve this is because of the support and guidance from Workers' Information Center (WIC) as well as motivation from inner selves to overcome every obstacles.

Workers' Information Center provides a safe space to workers where they can learn about their rights to ensure better living conditions and building capacity to have critical thinking and analyzing on workers' common issues. One of key activity in the Drop in Center (DIC) is providing Khmer and English classes to the workers to enable them to read and write.

Success doesn't always come to any individual who is lack of effort and easy to give up. Time allocation for taking responsibility as a good child who goes to earn income to support the family, and time for study is a difficult thing to do, and it can fail if individual lacks patience. Sot Phorng shared her experiences "it's difficult for me and sometimes I almost give up this dream because I didn't have enough time like others, I need to allocate my time for study by reading book out with voice recording, so I can listen when I am working in the factory. I took my break time to review the lesson, and I went to school on Sunday."

Chey Ann also shared her methods for study to get successful that including sleeping only 4 to 5 hours per day to take time to review lessons until 11 o'clock at night, and getting up early at 4 o'clock to review those lessons again.

These two candidates who passed the examination send messages to other workers who have dream to continue to study that "they should start doing it as study is not too late for everybody and age doesn't matter. Both said that only study can save our lives from oppression and abuse".

As a result of her efforts, currently Sot Phorng is doing her bachelor degree in Law at Asia Europe University, while Chey Ann is also in her first year majoring in public administration at IIC university.

With the support from Worker's Information Center through the 6 drop-in centers, there were 6 garment workers passed the high school examination in 2015.

The success of Rental Room Campaign

Written by: Touch Sophorth and translated by: Sea Lihoung

While information about the workers' minimum wage will be increased in early 2016, some landlords mentioned about increase in rental room fee, making some workers unsatisfied.

Representatives of the workers in rental room at Chompou Vorn area, Ms. Duc Sambath, 26, said that at the end of 2015 after the supply of electricity from the Electricity du Cambodge (EDC) has linked directly to rented rooms, landlords refuse to hand on electricity bill to tenants. They also do not allow tenants to pay the electricity on the

Wing Service that fee of charge is 1,000 riels; they command tenants to pay electricity bill with them that charge 2,000 riel for the service.

Moreover, Sambath said that the landlords told the tenants to pay \$3 more of normal fee since wage will be increased. She continued, "the wage will be increased, but our working conditions are worse than before; we are forced to work almost double; we do not even have time to break. Before, factory assigned us to sew 500 pieces of clothes for working overtime till 6pm; but now factory assign us to sew 600 pieces of clothes for working till 4pm when the wage rose. If we cannot complete it, they will warn us two to three times. Then, if we still cannot reach the target, we will be fired".

Another worker representative who protested in this case too, Mr. Lon Vuthy, 28, said that despite wage increasing, price of most goods on the market is also rising. He said, fish, meat, vegetables price keep rising; so if cost of rental room also increase, while rooms are still in the same conditions (rooms were flooded when it rained), he cannot accept it.

Because workers cannot accept this increase in fee, Sambath and other workers discussed and decided to request for support from Worker's Information Centre. She said Drop in Center, Chompou Vorn, helped her to analyze the problems that occur, as well as provided ideas for dialogue with rental room owner and encouraged workers to solve the problem.

Drop in Center's coordinator at Chompou Vorn area, Ms. Lim Sreymom said that the reason she provided counseling as well as facilities for workers because she thought that the increasing of rental room fee and workers' income is imbalance. Sreymom continued, "We analyzed the living conditions and their rental room condition... small rooms, leaking roofs, flooding while rained, and only 4 bathrooms to be used together for more than 100 people; Is it suitable to increase the fee with these condition?"

After getting support from Worker's Information Center, and continue to organize workers, worker representative had collected 41 thumbprints. On January 10, 2016, Workers' representatives held talks with the landlord to discuss some issues in the rental room. She said, workers have requested 4 points to landlord which are; 1. landlord needs to hand on electricity bill from EDC to tenants, and they can pay anywhere they want. 2. they suggested landlords open the doors of all four bathrooms which always closed two rooms during the day and to stop charging fee from residents and their relatives when they visit. 3. tenants proposed to repair the leaking roof and cover sewer cement; finally, they proposed arranging tiles to rooms that do not exist. As a result, she said, the landlord agreed for the first and second point, and also promised not to increase the fee as long as the conditions are not fixed.

Sambath and Vuthy suggested all workers, as well as other tenants to build solidarity and discuss the problems that occur. They also recommend to all workers not to get scared of threaten from landlord, and they need to join together to find a solution, because all the problems always have solutions.

With coordination of Worker's Information Center, the rental room campaigns are not only successful in Chumpoo Wan areas; it is also successful in other areas such as Tiek Thla and Toul Sangke.

VI. FINANCIAL REPORT

Annex