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WOMEN'S RESOURCE CENTER
Women Helping Women



“Empowering Women and Girls through
Education and Awareness”

Annual Report 2018

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Introduction

Women's Resource Center (WRC) believes that providing women with access to information and knowledge is the most effective method of self-empowerment. Since 2010, we have endeavored to change the climate of silence and inaction in Siem Reap and the surrounding communities.

First and foremost, we are a drop-in center where local women can safely ask questions regarding any aspect of their own and their child's life. Our trained staff use support services techniques and counselling skills to assist these women to best approach their unique situation.

In addition, through our education workshops on women's health, women's rights and gender, positive parenting, financial literacy, we are able to help women gain the skills and confidence they need to change their lives for the better.

We also engage the community through outreach workshops in their own communities or schools campaigns focused on International Women's Day and Eliminating Violence Against Women, and our Ambassador Program where community members share and mentor one another with the knowledge they have gained. WRC wants to transform the way resources are offered and networked for women. This is why we only create programs we feel are not widely available or have not been introduced as yet.

In this way, we're not repeating the great work done by others, but are instead focusing on filling the gap of services and information. Our drop-in centre and referral service are trusted resources in the community. By partnering with other agencies in the community, we are able to further expand our target reach.

Executive Summary

Women's Resource Center (WRC) support is available for women of all ages, socioeconomic, ethnic and religious backgrounds and does not discriminate on the grounds of any personal characteristics. Through outreach and public engagement programs, WRC's beneficiaries extend to Siem Reap youth, boys and girls aged between 15 and 17 in Year 8, workplaces or training centers, community members and the general public. We specifically target beneficiaries in three villages in the Commune of Sangkat Svay Dangkheum identified by Commune Leaders and validated by Commune surveys as experiencing issues with domestic violence.

WRC wants to transform the way resources are offered and networked for women. This is why we work in partnerships and only create programs we feel are not widely available or have not been introduced as yet. In this way, we're not repeating the great work done by others, but are instead focusing on filling the gap of services and information.

We choose to work in-center and inside the community which are two complementary approaches. One place to reach everyone, to listen to the needs of people and to actively support women; and the other to support women anonymously in a safe environment. They can safely ask questions regarding any aspect of their life and their children's lives. Our trained staff use feminist and rights-based counselling skills to assist these women to best approach their unique situation. Nowadays, our drop-in center and referral service is a trusted resource for women seeking aid available through other avenues. By partnering with other agencies in the community, we are able to further expand our target reach.

As a champion of Women's Resource Center and a great advocate of our work we wanted to send you a sincere thank you for all your support in 2018.

2017 was a year of growth for us with more women than ever coming for counselling and attending workshops. We are delighted that this increase in the use of our services continued into 2018 and WRC hopes to reach even more women in the next year. WRC is acutely aware of the problems that the women in our community face and know that they cannot be solved alone, so we are delighted that more women have heard about our work and are coming together to learn, share, grow and seek advice to the support they need.

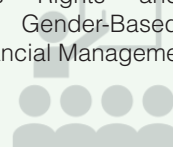
Major Success Highlights 2018

One on one counselling to 100 new cases (100 women and 6 men) and 10 old cases from previous year. Most of clients returned 2-5 times for additional counselling sessions.



45 women to receive support from partner organizations such as legal support, health checks and treatment, vocational training, job opportunities, scholarship opportunities and provide emergency support. We also provided emergency materials such as cooking rice, school materials for their children, bicycles, medical bills, clothes and much more.

Successfully provided 18 educational workshops and talks to 165 participants (147 women, 18 men) on the topic of Women's Health, Reproductive Health, Women's Rights and Gender Equality, Gender-Based Violence and Financial Management.



Provided workshops to 186 primary school students (105 girls, 81 boys) to learn about general hygiene, nutrition, reproductive health and menstruation.



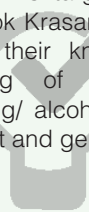
394 students (224 girls, 170 boys) from 2 secondary schools in Siem Reap, received awareness workshops on drug/alcohol use, peer pressure, and women's rights and gender roles, gender-based violence, gender equality and financial management.



57 families (47 mothers and 10 fathers) received Positive Parenting Workshops, Family Support, and Coaching.



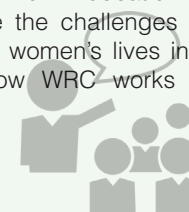
Provided awareness raising talks and group discussions to 274 people (187 women, 87 men) and 60 children in 3 targeted villages; Svay Prei; Kok Krasang and Thmey to increase their knowledge and understanding of gender-based violence, drug/ alcohol awareness, women's right and gender equality.



Successfully provided 17 sessions of consulting workshops to organizations and businesses around Siem Reap. These workshops reached to 414 participants (309 women/girls and 105 men/boys).



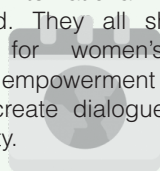
Provided talks to 126 university students (52 female, 74 male), from Panhasatra University and Australia Center for Education (ACE) to explore the challenges and issues around women's lives in Cambodia and how WRC works to support them.



44 parents (33 mothers and 11 fathers) and 8 children joined Parent Talks on the topics "Parents' well-being, protecting children and building positive communication within family".



281 people (17 males, 133 females, 131 children and youths) participated in awareness events such as International Women's Day and International Days of the Girl Child. They all shared their passion for women's equality, women's empowerment and being able to create dialogue with their community.



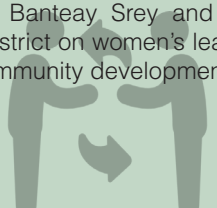
113 families (53 children) participated in our Family Fun Day activity. We created a safe space for fun, learning and sharing, and also introduced and presented about WRC's services.



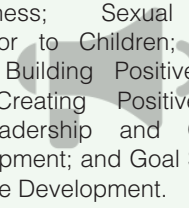
543 (365 women, 178 men) direct beneficiaries were involved and participated in 16 days of activism for the international ending of violence against women and girls campaign. In addition, this campaign reached more than 3000 people indirectly through our social media and flyers.



Organized two exchange visits to take our 30 ambassadors (24 women and 6 men) to explore and learn from the beneficiaries of our partner Banteay Srey and PDP in Pouk district on women's leadership and community development.



Organized 35 ambassadors (27 women, 8 men) from the community and schools to attend 7 training sessions on the topics: Gender Awareness; Sexual Harmful Behavior to Children; Facilitation Skills; Building Positive Mind-set and Creating Positive Impact; Self-Leadership and Confidence Development; and Goal Setting and Initiative Development.



Program Achievement Summary

Since opening in 2010, we have endeavored to change the climate of silence and inaction in Siem Reap and the surrounding communities. WRC works tirelessly to provide women with a safe space to seek emotional support and information about issues or challenges they face.

In 2018, WRC impacted a total of 2798 (1759 women, 1039 men) direct beneficiaries and 244 children who came along with their parents, plus and more than 3000 people indirectly through campaign and awareness. All beneficiaries were positively influenced from our main programs with information and knowledge on women's empowerment and equality through our Drop-in Counselling and Referral, Education workshop in Center Community Outreach Program Advocacy Events and Awareness Campaigns.

WRC's Outreach Program takes gender equality and women's rights into the Siem Reap community. The engagement of men (and boys in high school) helps develop their awareness of gender issues and the subsequent impact on the family, community and society, and encourages more positive support and responses. The program targets youth, community leaders, community men and women and local business to become engaged on gender issues and to prevent gender-based violence in the community.



EMPOWER WOMEN AND COMMUNITY MEMBERS BY PROMOTING WOMEN'S RIGHTS AND GENDER EQUALITY

Counselling and Referrals

Our drop-in center provides counseling, emotional support and free referrals to legal, local health and other services. We believe that providing women and girls with access to information and knowledge is the most effective method of empowerment. We offer a safe place where women, girls and their families can seek support, share concerns, ask questions and be referred to the many services available in Siem Reap. In 2018, we provided counseling support to 100 new cases (100 women and 6 men). Most clients received between 2 and 10 counseling sessions depending on the issues and service availability. In addition, our social worker followed up and provided ongoing support to 10 clients from the previous year, to ensure that they received the right needs and were on track. Throughout the year we found out many issues happened to women that encouraged women to seek support from WRC.



- 30 women shared that they have been living in their abusive relationship between 3 and 15 years.
- 20 women looked for emotional support for their stress management, relationship and life challenges. They each received at least 3 sessions of counseling.
- 16 women shared about their health concerns such as personal hygiene, sexual relationships, and family planning.
- 12 women and men looked for employment opportunities and school scholarships.
- 15 families shared about their challenges on raising their children.
- 13 women shared their general concerns.

We offer counseling support and also collaborate with NGO partners, The Department of Women's Affairs, The Commune Council for Women and Children and businesses in Siem Reap by facilitating referrals to women and their family to lead them to receive a proper service and meet their needs. Through our referral services this year, we have referred women to received services as below:

- 18 cases needed further support and referral services such as food, place for living, children's school materials, medical assistance.
- 15 cases referred to legal support at Cambodian Women Crisis Center, ADHOC, Department of Women's Affairs, Commune Council for Women and Children and a private lawyer.
- 6 women in divorce process will need ongoing support in 2019.
- 7 women received health consultations on family planning, contraception and general health issues from Marie Stopes Cambodia, the local health center and Provincial Hospital. As the result, their health condition improved.
- 4 cases referred to receive a scholarship from partner organizations such as Ponheary Ly Foundation and Free to Shine.
- 20 cases received legal consultation about divorce procedure from lawyers such as Legal Aid of Cambodia and a private lawyer.
- 30 women and families received emergency support such as food, rice, groceries, bicycle, school materials, blankets, mosquito nets and milk to support them and their children's needs directly.

Educational Workshops

WRC provides informal education workshops to empower women to make decisions for their own lives and those of their families. Women and girls gain the skills and confidence they need to change their lives for the better. Many of the workshop beneficiaries have limited formal education, so we designed the class to be very basic and interactive. To break the culture of silence all workshop facilitation methods encourage participants to share, to interact and be involved in the learning activities.

In 2018, WRC successfully completed 8 informal education workshops to 165 participants (147 women, 18 men) from different villages around Siem Reap City. 90% of women and girls understood and improved their knowledge regarding women's healthcare, and felt able to seek resources when necessary, with 85% of women and men understanding women's rights and gender roles and increasing their respect, values in the family sphere, and decreasing the accounts of domestic violence and promoting household roles and building healthy families, with another 85% of women increasing their financial literacy, where women implement personal and family financial management practices and skills.



Informal education on Financial Literacy



Group discussion on parenting role



Woman's right and Gender workshop

“ I feel this workshop was a huge benefit to me and my family “I had learned about gender role and women's right. As a man I can share the house chore with my wife. ”

Mr. Ratanak - a father in the positive parenting workshop

“ I want to take all lessons that I have learned about to share with my neighbors, friends and even my family as well. ”

Sareth - informal education workshop participants

Outreach Activity in Community

Community Outreach Talks



Raising awareness talk on drug and alcohol in Svayprrie village

WRC started the Community Outreach Project in 2016, after an initial community needs assessment, WRC approached and was endorsed by the Siem Reap Department of Education to work with the targeted communities. In 2018, WRC continued to work with the target villages in Sangkat Svaydangkum and Siem Reap. So far, we have conducted 20 community talks to 274 people (187 women, 87 men) and 53 children in these targeted villages. The men and women have increased their knowledge and understanding of gender-based violence, drug/ alcohol awareness, and peer pressure to build more respect and empower them to take action and intervention to reduce the cases of domestic violence in their community.

As a result of the Community Outreach Project 75% of participants clearly understood the impact of alcohol, drugs, domestic violence, and prescribed gender roles; 60% of participants now know where to find support services if they see or experience drugs or alcohol issues, and domestic violence-related situations; 60% of participants have gained knowledge regarding the negative impact of domestic violence to the wider family and displayed their behavior change by managing their anger and reducing their alcohol intake; 65% of participants shared the impacts of drugs, alcohol use and domestic violence with friends and family; 60% of participants now understand the legal process and how to seek support for divorce cases, domestic violence or other legal interventions.



School Outreach Talk

In 2018 WRC conducted the following key activities and interventions, 10 informal education school talks, and group discussions for 394 students (224 girls, 170 boys) in two secondary schools in Siem Reap. These activities were focussed on alcohol awareness, peer pressure, women's rights and gender equality, gender-based violence, and financial empowerment.

As a result 85% students clearly understood the impact of alcohol, drugs, domestic violence, and prescribed gender roles; 65% of students now know where to find support services if they see or experience drugs or alcohol, and domestic violence-related situations; and 55% of young people and youth demonstrated increased awareness of gender equality, women's rights and gender-based violence as evidenced by their active involvement in the promotion of women's rights and the prevention of gender-based violence in their respective villages.



Community Group discussion on financial literacy



Hosted a group visit of student Gender study class from ACE school in Siem Reap

This year we have conducted 4 exchange visits with University students on gender study courses that we are partners with: 126 university students (52 female, 74 male) for Panhasatra and the students from ACE learned more about Women's Resource Center, better understanding of the problems in society and how WRC is combatting them. These young students will become community-based defenders in combating violence and facilitate additional support to the nominated community ambassadors to help them continue the gender conversation, and to identify ways to take collective action to change the gender story and gender stereotypes in their own community. Below are student testimonials reflecting what they learned, how it has impacted their understanding of the world and enriched their own experiences.

“ I learned that women have the rights to do many things. Women should have the opportunity to own a business, be a leader and seek help for their problems. Women should not hide their pain. At the WRC women have a chance to seek help. Women deserve freedom, happiness and peace. ”

Sophanit Pen - A student from Gender studies class

“ I learned a lot about violence in Cambodia. I learned that many men in Cambodia force their wives to stay home and take care of the children. They think women can't do as much work as men. Moreover, many women around the world are able to support their whole families without men. It is a place that is really helpful to poor families. ”

Naza Ny - A student from Gender studies class

Menstruation Hygiene Management

In 2018 WRC started to implement a pilot project on Menstruation Health Management to 5 primary schools in collaboration with Prey Thom primary school and Siem Reap City Educational Office. WRC launched Women's Menstruation Project on January 30th, 2018 at Prey Thom primary school. There were 29 teachers, the commune chief, village leaders and 70 students who attended the meeting. WRC provided the workshop to both male and female students to learn and understand more about the female body and to reduce gender discrimination by normalizing conversations, reducing stigma and myths about menstruation through accurate educational courses. Also reducing female educational barriers by providing accessible sanitary products and options in identified schools.



Menstruation Hygiene Management class to primary students

So far, in 2018, 24 workshops were conducted to 186 students (84 girls and 102 boys) who have learned general hygiene, food and nutrition, reproductive health, and menstrual hygiene management. WRC provided some hygiene materials such as a rubbish bin, towel, soaps, and sanitary tool kit for each school for menstruation hygiene management for girls to easily access in school when they are on their menstrual cycles. We also provided 3 days training to 20 teachers on these topics to be able to continue teaching other students about these vital life skills on menstrual hygiene management.

After the workshop, 91% of students gained a better understanding about hygiene and hand washing, now practicing hand washing regularly at home and school; a further 87% of students educated their family members on washing their



hands before eating and after the toilet and asked their parents to have soap and a towel for this in the house; 89% understand more about menstruation and hygiene management, and this increased knowledge helps to reduce gender discrimination, stigma and myths around menstruation; 85% understand more about healthy nutrition and how this related to their menstruation cycle; 80% now have an understanding of body changes when they reach puberty and how to improve their hygiene and self-care; 92% of students understand more about menstruation and have changed their way of thinking, they used to view menstruation as 'dirty', 'unclean' or

as an inappropriate word to talk about or a taboo topic / word. As a result, discrimination has been reduced and this information about menstruation and hygiene management has been shared to their family and friends.

“ My mum doesn't teach me at home, I am happy to learn about the menstruation, so I can prepare better when I have my period.

Vanny - a student from grade 5 ”

“ I am very shy to talk about the sex and the women organ and private part of women body” but after the session I learn I feel confident to talk about it and I will also share this with my sister.

Chantha- a students from grade 5 ”

Annual Reflection Meeting

In 2018 WRC conducted an annual reflection meeting with 95 participants (73 women and 22 men) from the target villages. This annual reflection meeting focused on the presentation of the results of the projects over the year. We presented these results to our beneficiaries and relevant stakeholders, school principals, local authorities and CCWC. After the presentation we ran a group discussion on the activities and key interventions to domestic violence in the community. Based on discussions, most men and women still believe that domestic violence is a personal problem of the couple involved rather than a common problem of the society; a wife cannot divorce her husband if he does not agree. 60% of male participants said the root causes of domestic violence came from husbands getting drunk and angry with their wives.



Group presentation on annual reflection meeting

After the discussion, all participants understood more about women's rights, domestic violence law, and the importance of sharing housework. They understood that domestic violence is a common issue in which everyone in the community should intervene. Men committed to reducing their alcohol intake and helping their wives do household chores. All participants said that this dialogue should be conducted again because it is very useful for them to raise their problems and find solutions.



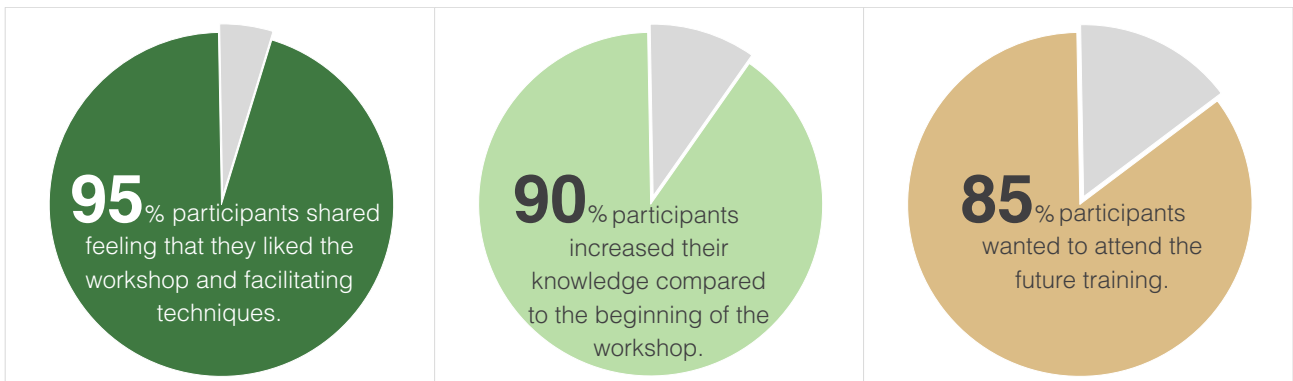
Discussion on root cause of Gender base violence

They also felt this dialogue was useful to help them change their attitudes and behavior leading to the reduction of domestic violence and contributing to the safety of the community for girls and women. This dialogue also created a safe space of reflection about WRC workshops, and what impact and challenges to participants, their families and communities and what we can improve for next year.

Consulting workshop

By using an awareness strategy around gender issues to reach a great number of beneficiaries across a multitude of sectors, we successfully provided 17 sessions of consulting workshops to schools, businesses and organizations in Siem Reap. These workshops reached 414 participants (309 women/girls and 105 men/boys).

These participants increased their knowledge and understanding and improved personal health care practices, family cohesion and understood more clearly about domestic violence and its impact to their own families and communities.



In engaging with the local community through our Consulting Service WRC also aims to enhance our financial sustainability and increase our staff knowledge and practice.



Consulting workshop for young adult at Haven Restaurant



EMPOWERING FAMILY

Positive Parenting Workshops and Parent Talks

WRC is continuing to support women, girls and especially families in Siem Reap, Cambodia where women and girls face many challenges in their daily lives such as physical, psychological, sexual and economic abuses. In contexts where women and girls face additional barriers in access to human rights, protection and justice they often experience additional risks of violence.



Providing positive parenting is one method which can reduce the violence against women and children by increasing positive solutions in raising children; information around children's health, parental well-being, positive communication with children, roles and obligations of parents and children, child development, child discipline and protection; reducing stress and conflict, preserving relationships and improving family well-being. These are the goals of our **'Family Empowerment Project'**.

The Family Empowerment Project aims to keep families together by providing a holistic approach that reinforces positive parenting practices. This workshop empowers parents and caregivers to understand how important it is to be a positive parent, show children love, care and development in a healthy way instead of using punishment towards children, the project also creates an understanding that violence against women and children is never OK.

- Successfully conducted 3 groups of parents to attend 'Positive Parenting Workshops' engaging 57 parents (47 mothers and 10 fathers).
- We completed 2 'Refresher Workshops' for parents with 29 people who have 12 children between them.
- We conducted the 'Annual Reflection' activity combined with our elimination of violence against women and girls' campaign in on December 7, 2018 with 20 parents in attendance.
- We provided 'Family Support and Coaching' to 5 families about financial management, these families also accessed our counselling and referral services and other workshops in center, vocational/skills training, and employment information that impact on women's self-empowerment.
- We have successfully organized the Parent Talks for 3 groups a total of 44 parents (33 mothers and 11 fathers), and 8 children. These Parent Talks focussed on topics about 'Parent's Well-being, Protecting Children and Building Positive Communication within the Family'.
- We have done 5 sessions with 3 very proud fathers who joined our Father Coffee Talks who fully participated in the conversation and shared their experiences as fatherhood.

“ Spending time with your children, it doesn't mean waiting until you have free time. ”
Sokha - a mother in Parenting workshop

“ I feel proud of myself as a parent after I change my attitude toward my family! I can see them happier and healthier.” ”
Vanna - a father in Parenting workshop

“ Managing self-anger is a better way to lead parents to have space to think how to speak to their children instead of beating and punishment. ”
Chany and Mao - a father in Parenting workshop

As a result 8% (5 families) were referred to vocational training and working; 24% (14 families) received counselling support; 28% (16 families) referred to attend other workshops in center; 25 families increased their implementation of positive parenting practices; 22% (13 families) reported a happier and safer life; 50% (4 of 8 fathers) understood and understanding women's rights and gender equality; 5% (3 parents) were able to lead group discussion in the community



Parents' network meeting-group discussion



Coffee Talk with father group

A Day Care for Children

We understand that women and their families have many pressures on them, we seek to make our services as wholistic and accessible as possible and, as such, offer the women we work with transportation to attend workshops and counselling, a small stipend for any income they may lose in attending our workshops and child care services during workshops and counselling sessions so that the women can fully focus on taking in the information, whilst knowing their children are in safe hands. It has been a dream of ours for some time to expand our center with better infrastructure for child care and our longer term vision is to open the center to provide affordable child care for the children of mothers who wish to return to work and in turn help WRC become more self-sustainable.

In late 2017 we employed a consultant, specialising in playground design and education to lead the design of the child center. The consultant held 3 Collaborative Design workshops with the team and an architect responsible for the child care center. This process was undertaken with the WRC staff who collaborated to create the vision, mission, day to day use, and design of the space. After our meetings the name 'Krousar Sammaki' was unanimously decided by the WRC staff.



A playground space for children

In Khmer 'Krousar' means family and 'Sammaki' means solidarity. It's an old Khmer term meaning that: if your neighbour called "Sammaki" the whole community would come together to help you i.e. build a house, garden, etc. WRC felt that this phrase fits the profile of new safe space and learning center we are building, where our mission is helping our community grow.

In 2018 we were delighted to be able to begin this process with the funding to renovate the ground floor of our new office space to create a new counselling room, a workshop room, two child care rooms and a kitchen for our community members to use. In 2018 we received further funding to add soft furnishings, playground equipment, storage solutions



ENGAGE STAKEHOLDERS FOR SUSTAINABLE CHANGE

WRC promotes women's rights and equality through a local International Women's Day celebration and a "16 days of Activism to Eliminate Violence against Women" Campaign. WRC celebrates these campaigns by hosting free community events in the Angkor Gardens and at our offices in Siem Reap.

These events have high visibility to generate interest in the community to initiate conversation and to find out about women's rights and equality through performances, speeches and fun activities. Organisations that share our concern on women's empowerment and gender inequality are invited to join the event and set up market stalls to connect with the community and distribute women's support related information.

Campaign and Awareness Events

International Women's Day

Starting on 8th March 2018, WRC organized an 8 day campaign to celebrate International Women's day by creating different activities with the local community such as Yoga and meditation sessions, Coffee talk with men, Family fun fair activities and collaboration with the NGO Free to Shine there to conduct the Goal Setting and Future Planning workshop with students over two schools. We have reached 281 people (17 males, 133 females, 131 children and youth) from the communities in Siem Reap. They all share the passion for female equality and empowerment and are able to create a dialogue with the community about women's rights and equality through fun activities and talks.



International Women's Day Event

'I am happy to join this event especially, I really like the yoga and meditation class, it can help me to release stress and make peace in mind. ~ Sreymom (a participants IWD)

“ I am happy to join this event especially, I really like the yoga and meditation class, it can help me to release stress and make peace in mind. ”
Sreymom - a participants IWD

Community Family Fun Day

In January WRC invited 55 families and 53 children to join our family fun day to introduce and present WRC activities and our day care program, and to create dialogue for parents sharing their experiences and challenges of raising their children.

“ I am happy to bring my children here and I am excited to hear that WRC is going to open a day care Center, there will be a hug help to women. ”
Sareth

Safety Day Event

WRC were invited by Safe Water for the Safe Day event, 40 women, 4 men and 30 children joined this fun fair and they enjoyed new activities and learning about water and community safety.

“

I am very excited and it was my first time to attend such this kind of event outside. I have learned and received information from other organizations and also enjoyed my time with fun activities and performance

Socheat ~ A community ambassador

”



Family Fun Fair at Hang Out Restaurant

WRC collaborated with the Hangout Restaurant to join the family fun fair event. 18 parents and 15 children had good experiences together with fun games with their children and had good weekend off.

“

I am happy that I have spent my time with my children playing many fun games.

Kanha - a mother in parenting workshop

”

International Day of the Girl Child Event

On the 11th October 2018 WRC celebrated the International Day of the Girl Child by promoting girl's empowerment, girl's rights and the challenges that girls face to exercise their rights. We also conducted workshops; self-defense workshops and information sessions on sexual grooming, sexual abuse and the consequences of early marriage. These sessions were conducted to 76 girls from 5 NGO's partners such as Ponheary Ly Foundation, The Global Child, Green Gecko project, Teaksen Tbound, and Anjali House.

“ I am very happy to join this event and this is good for girls. I have learned and understanding about the challenges and know where to seek support it when I have any problem or abuse and grooming and also knowing the consequence of becoming a mother in a very young age. I have also made more friends from other organizations ”

Sina Sao - A girl from Anjali House



International Day for Girls Event

Elimination of Violence against Women and Girls Campaign



Each year the United Nations calls for 16 days of activism, from the International Day for the Elimination of Violence against Women on 25th November to Human Rights Day on 10th December. Their Gender Based Violence campaign encourages action around the world to end violence against women and girls.

The Women's Resource Center's "Violence Against Women is Never OK" campaign expanded upon this existing UN campaign and tied in with our mission to provide women

with access to information and knowledge the most effective method of self-empowerment for women. The theme in 2018 was "Hear Me Too" in accordance with the UN Women's theme. The aim was for local (professional) photographers to share their understanding of what it means to be a woman affected by violence through the medium of photography. Everyone learns differently and interprets ideas differently, so by having multiple viewpoints on this issue, the message of this campaign became more accessible to more people. Our primary goal was advocacy and raising awareness in the local community regarding the issues surrounding Violence Against Women. The funds we raised during the campaign were an added bonus. As the campaign was successful, there will be the opportunity to run it again next year. We reached 543 (365 women, 178 men) direct beneficiaries who participated in 16 days of activism and the ending violence against women and girls campaign. In addition, we had more indirect beneficiaries living in Siem Reap province: more than 3000 people were reached through our social media, flyers and Facebook groups.



Ambassador Program

Since its inception in 2017 WRC has reached many people and had a wide impact in the target villages through the local community ambassadors. In 2018 WRC expanded working and engaging existing local WRC ambassadors by provide capacity building and personal development through exchange visits, training and events.

This year WRC continued working with local community and youth ambassadors to build more knowledge and confidence in a leadership role, facilitation skills, gender-based violence, the impact of drugs, alcohol use and domestic violence that can displayed and shared with friends and family.



International Day for Girls Event

So far we have conducted 3 meetings with 30 ambassadors (24 women, 6 men) to refresh their role and responsibilities, select new ambassadors and also to assess their capacity for more training skills and how to be actively involved with WRC activities. In total we have 49 local ambassadors (35 women, 14 men) and 22 youth's ambassador (12 female, 10 male) from 10 villages.

On 28th August 2018, we organized an exchange visit for 20 ambassadors with Banteay Srei Organization to visit their local community located in Dounkeo, in Pouk district. The aim of this exchange visit is to enhance the capacity for community ambassadors both women and men to take an active role to lead their own community to end gender-based violence and other issues.

“

Love women like your-self. She is has the same rights as us.

Sam Art - A community leader

”

During the visit the community leader from Banteay Srei shared a lot of successes, for example contacting local authority and non-governmental organizations to help women survivors of gender-based violence. The women also raised many factors that prevented them from becoming leaders, including low capacity, no sharing of domestic chores, any motivation from the family and community, and lack of confidence. 90% of ambassadors were very happy to join this exchange visit because they could meet, exchange ideas and experiences and raise problems they have faced.

“

I am happy to join this exchange visit because I learned a lot from the women leader sharing her experienced of working with community people”

Thida - Community ambassador

This visit really helps me to reflect myself how I can help my community

Ann - Community ambassador

I was very impressed by one of the women, she is very strong community leader, I want to be like her

Sareth - Community ambassador

I am very happy to join this trip, because I learned that, working with the community people is not easy, we need to be patient and show commitment.

Kimsan - WRC staff

”

In November 2018, 10 ambassadors (8 women, 2 men) attended two days of training on working with children who display Sexually Harmful Behaviour (SHB) and two days training on working with children with disabilities, and to make appropriate referrals to relevant service providers for children with those issues, as well as to support the children and their family and community.

In December 2018, we conducted 2 leadership training sessions with 38 ambassadors (35 women, 3 men). The aim of this training was to improve their leadership and self-empowerment, help them to take an active role to promote women's rights and gender equality and help other family in their community.



“ I like this training because this is my first time for attending this kind of training. I feel like they include me into the society. I feel empowered by the training. ”

Nakarin- Community ambassador



Leadership training to Ambassadors with Possibilities

In December 2018, we conducted 2 leadership training sessions with 38 ambassadors (35 women, 3 men). The aim of this training was to improve their leadership and self-empowerment, help them to take an active role to promote women's rights and gender equality and help other family in their community.

In December 2018, WRC organized a dialogue with 10 women who experienced gender-based violence and were interested in interventions and legal support for divorce. We invited a guest speaker from Legal Aid of Cambodia. The aim of this dialogue was to provide more knowledge on legal support and the procedure of filing the complaint in divorce cases. The women learned and understood about the procedure / process and what documents need to be prepared before filing the complaint to the court.



Discussion Dialogue on legal support procedure by Legal Aid Cambodia

“ I feel that it is very useful for me to have knowledge about legal support process. ”

Sheiha - Youth ambassador

I have learned what I never learned before, now I know and understand about the legal support procedure for divorce cases

Sim - Youth ambassador

I want to have more workshops like this for women.

Champa - Youth ambassador ”

Partner networking meeting

WRC program team has attended regular monthly meetings with the Committee of Children and Women Council (CCWC) and the networking meetings at the provincial level. This has integrated and strengthened the collaboration and support from local authorities and government key stakeholders.

The Programs Team has attended quarterly meetings with Siem Reap NGO Network to enhance the collaboration with NGO referral partners as well as learning and sharing the good practice and lessons learned when supporting women dealing with the violence cases.



We have conducted 2 meetings for all our NGO referral partners to strengthen the collaboration of case management and referral services to support women for legal and other support services needed.

Executive Management attended a formal meeting and learning forum with CCC to strengthen the collaboration and build the capacity of civil society organizations to have good governance as well as to better understand and get updated legal compliance on labor law, tax law, financial auditing and Reporting, National Social Security Fund and new NGO law.

Fundraising

Fundraising: WRC organized several fundraising events and campaigns over the year including several online fundraising campaigns, an art exhibition and auction, three running events that board members, staff and supporters took part in, the 7th annual dinner and auction and a wine and cheese event. We were supported by many local and regional businesses and individuals with donations and raffle / auction prizes. Each of these events was to raise funds, but also acted as campaigns and additional ways to raise awareness about our work. Between 60 and 150 people attended each event and thousands more people saw information about our work via our publicity on social media and our newsletter. Over 2018 we were also supported by many grant giving bodies and foundations. A big thank you to all involved.

Communications in 2018



Facebook page
reached over 3400
followers



Twitter feed
around 300
followers



Newsletter list
sits around 1000
people

We have used these media platforms in order to share more about our work, our campaigns, empower women and push forward the agenda around Eliminating Violence against Women and women's rights and equality.

Staff Capacity Development

- In January all staff attended the communication workshop and report writing facilitated by Soroptimist International Australia.
- On March 2nd program staff attended training and coaching on Positive Parenting Skill with ICS and the Dept of Women's Affairs to become a professional trainer.
- "I am happy to joined this training, I have gained more knowledge and skills on Positive Parenting and the method of raising my own children as well as I will share what I have learned to parents at my workplace" Said Kimsan
- In June and October 2 program staff attended the M&E learning forum conducted by CCC in Phnom Penh.
- 'Monitoring and Evaluation is very important for project. It helps us to improve the performance, management and see the result. ~Pisey said
- In May Finance and Admin staff attended the financial learning forum with CCC about Auditing and Accounting standard and Tax law.
- In June Program staff attended the mentoring and coaching on M&E tracking with a Local Capacity Building Organization in Battambang.
- This year the management team and one of BoD member attended the Good Governance for local organization training with CCC in Phnom Penh.
- In August Program staff attended the DO NO HARM project training with CCC coordinated with the Siem Reap Network.
- In September, our Program Manager attended the Gender Mainstreaming, Gender Tool Box and conflict sensitivity and environment analysis with Daikonia
- In October program staff attended the training about Sexually Harmful Behavior focused on boys and disabled children, as facilitated by First Step Cambodia.
- We received 12 weeks of yoga and meditation session for the staff facilitated by AZAHA Foundation as part of our commitment to self-care and stress management.
- All staff and their families attended a retreat to Battambang and Pailin Provinces for staff recognition, team building and the reflection meeting.

Challenges and Lessons Learned

Some participants unexpectedly invited new women and family to join workshops and it was difficult to manage the group, resources and the budget.

Too many topics and limited time for each session. The facilitator finds it difficult to facilitate the workshop, and find additional time for the pre-and post-test.

Many children come with their mother and they are different ages, this can make it hard for staff to manage the activities. The staff who look after the children don't have strong skills and experience with the small children.

Staff turnover, staff are not clear about role and responsibilities all of the functions and uses of the quick book system and the project management.

The pre and post questionnaire is too long and it takes a lot of time to interview the women and families.

Not secure funding to ensure the operational running of the program to welcome and support more women in needed.

Workshop participants retention: there exists on-going challenges in encouraging and supporting all participants to attend our workshops in their entirety. Some participants dropped out due to personal reasons, such as relocation, family commitments and changes to working hours.

Some people still hold the belief that women are inferior and just wait for the support from men.

Some women who suffer from domestic violence hesitate to file a complaint to the court because they think that processing the cases at court incurs high legal cost to them.

Explain the reason why they cannot invite new women and family to join the workshop. Create a waiting list to register the name and contact details for the extra women who come, and follow up when the new workshop starts.

Review the topics and cut out some topics that are not important and work with Legal Aid Cambodia. Invite them as a guest speaker to talk for specific topics, so WRC staff doesn't need to teach about this.

WRC should provide more training for staff who are working with children. Do the orientation to women and parents on Child protection and children's behavior while they are at the center.

Provided capacity building of financial management and QuickBooks for new staff
Staff orientation on Financial manual and other policy.

Review the Pre and Post questionnaire to fit with the objective and goal and to do group interview.

Develop the fundraising plan and prioritize and revise the budget based with current donors and projected income.
Employed Donor Relation and recruit volunteer to help with the communication and Fundraising work.

Encourage participants to attend the workshop at least 4 sessions and explain to them. Provide some emergency support cost, transportation cost. Provide a day care services and additional activities. Develop the tracking and follow-up with them by conducting a home visit. Develop flexible workshop schedule for participants who are working.

WRC has initiated various programs to empower women to break the silence and participate in community development and public decision-making through our community Ambassador Program.

WRC provides basic counselling to women and collaborates with a referral NGO who have the primary knowledge about the legal process to provide the legal support for filing the complaint.

Moving Forward Next Year

Next year we will work hard to:

- Increase the number of local women and families accessing the center by promoting WRC more widely through our networks, social media, local events and campaigns.
- Strengthen the referral network with local service providers to continue to provide quality and holistic support to women.
- Focus on our strength of working with family empowerment: building the relationship with both husbands and wives to increase their knowledge and skill to enable them to raise the children with non-violence, value and respect.
- Develop and run a child care program to provide the support to women who need the services and that creates linkages from the parents to educational workshops and parenting courses.
- Develop and strengthen an ambassador program to have further impact to more women and men in their own communities to advocate for change.
- Expand our outreach workshop programs to villages identified in our 2016 research as most in need, by building the capacity of local women and men as WRC ambassadors to ensure understanding of the root causes of gender-based violence, and approaches to protection and
- prevention of violence is applied locally, driven by local awareness raising activities.
- Scale our community outreach to increase the knowledge and skills on gender issues through our Advocacy Campaigns and Events.
- Move towards greater financial sustainability of our programs by engaging with existing donors, attracting new donors, and launching our consulting successes and engage interested parties more widely on issues of gender equality and women's rights.

Annex 1- Financial Report

| Grant Income | Amount |
|--|----------------------|
| Source of funding | |
| Daikonia | \$ 23,649.54 |
| Schmitz Foundation | \$ 18,537.50 |
| enrich Boll Foundation | \$ 9,881 |
| Women's Empowerment Coalition | \$ 12,000 |
| Sumarlakhini Foundation | \$ 4,270 |
| SE Asia Foundation | \$ 13,242 |
| Fund for Women's in Asia | \$ 5,000 |
| Total Grant | \$ 86,580.04 |
| Other source of income | |
| Global Giving Online fundraising | \$ 15,621 |
| Green Gecko | \$ 1,790 |
| International Women's Day Event | \$ 927 |
| Annual Dinner for WRC Birth Day Event | \$ 7,295.60 |
| Personal Donation | \$ 7,000 |
| Soroptimist International | \$ 335 |
| Consulting Workshop | \$ 2,877.50 |
| Total other income | \$ 35,846.10 |
| Grand Total Income 2018 | \$ 122,426.14 |
| Expenses | |
| Project Staff Cost | |
| Staff Salary | \$ 52,614.37 |
| Staff Capacity Building | \$ 1,737.51 |
| Staff Insurance | \$ 1,881.03 |
| Total project staff cost | \$ 56,233 |
| Overhead and Administrative Cost | |
| Office equipment and supplies | \$ 1,441.68 |
| Utilities expenses | \$ 512.98 |
| Telephone and Internet | \$ 993.97 |
| Office rental and maintenance | \$ 8,298.99 |
| Fuel and Tuk Tuk Maintenance | \$ 213.97 |
| Annual Audit fee | \$ 2,480.50 |
| Marketing and Communication | \$ 892.75 |
| Legal support and other cost for meeting | \$ 1,021.99 |
| Total Overhead and Administrativecost | \$ 15,856.83 |
| Program cost | |
| Counselling and Referral | \$ 1,238.61 |
| Informal Education Workshop | \$ 3,111.30 |
| Community and school outreach | \$ 4,473.44 |
| Ambassador Program | \$ 1,672.53 |
| Campaign and fundraising event | \$ 5,356.51 |
| Total Overhead and Administrativecost | \$ 15,852.22 |
| A safe space for a day care | |
| Building space | \$ 18,369.95 |
| Playground equipment | \$ 913 |
| Landscaping and Gardening | \$ 820 |
| Educational materials | \$ 100 |
| Total Overhead and Administrativecost | \$ 20,202.95 |
| Grand Total Expenses 2018 | \$ 108,145.00 |

Thank you!

Thank you to our committed supporters

We are extremely thankful to all our friends and supporters for your generous donations or in-kind support. Your investment to empower Cambodian women and girls is making a huge difference in their daily lives. Thank you. We couldn't do it without you!

We wish to thank the following major donors for collaborating with WRC in helping make change a reality and continued collaboration and financial support:





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