



ANNUAL REPORT

2012-2013



The year 2012-13 at Sala Bai has been marked by the hiring of the 1000th trainee, which constitutes a strong symbol for *Agir pour le Cambodge*, which aim is to fight poverty through education and training. During that period, two projects have been developed, allowing more underprivileged youth to benefit from the vocational training program: the opening of a second entry test centre at Sisophon, Oddar Meanchey Province, and English courses for those admitted to enter Sala Bai who, out of school for years, have no knowledge of English.

It is our major concern to help alleviating poverty and that is the reason why our organization has decided to further develop Sala Bai and increase the number of students by 50% by 2017.

Sadly, this year has also been marked by a tragic event with the loss of Sakeng SIEM and Yeb KAAT who died of their injuries in an accident as they were returning home for Pchum Ben celebrations. We would like to pay tribute to these young girls and their family.

At Sre Ampil Home, 2012-2013 was a challenging year as educational conditions offered to the children have improved. What is more, the partnership with Saint-Louis de Gonzague School has been renewed, encouraging students to volunteer at Sre Ampil during their summer vacations.

Without your generous support, these children and their families wouldn't have found a way out of poverty and gain a dignity in making a living. You gave them the chance for a better future. On their behalf, I am very grateful for your help, dear donors, sponsors and partners. With the trust and confidence you have placed in us, we have been able to conduct our program towards the most vulnerable people. I am also thankful to the foundations that have supported Sala Bai and of course to the trainers, staff members and volunteers based in Cambodia and in France who work daily with passion and enthusiasm to meet our joint objectives.

Emmanuelle Dethomas
President *Agir pour le Cambodge*

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OUR ACTIONS IN CAMBODIA

Agir pour le Cambodge was created in 1984 to cope with a humanitarian emergency to help the Cambodian population in refugee camps at the Cambodian/Thai border. Since the beginning, *Agir pour le Cambodge* has placed education at the heart of its mission to fight against poverty.

Agir pour le Cambodge supports the Sre Ampil Children Home, located South-East of Phnom Penh. It hosts orphans and other children from families who are unable to meet their daily needs because of extreme poverty. Since the Sre Ampil creation in 1995, *Agir pour le Cambodge* has offered these children academic support and medical care, so that they may access to higher education or vocational training, which would usually be unthinkable for children of this economic background.

It is when seriously thinking about the future of the children cared at Sre Ampil who could not qualify to enter university, that a survey of vocational training in Cambodia had been achieved. To face the very low offer recorded, Sala Bai Hotel School was created in 2002 in close proximity to the temples of Angkor to take advantage of the tourism job opportunities, the country's most dynamic economic sector. Since its creation, Sala Bai has welcome young people living in extreme poverty from all over the country. Consistent to achieving its social mission, the school supports the entire cost of the training program and encourages the recruitment of young people who have been out of school. Given its long history of helping youths gain employment in the hospitality industry, Sala Bai is now recognized as a major player in the fight against poverty and human trafficking in Cambodia.



SALA BAÏ: VOCATIONAL TRAINING AT THE HEART OF DEVELOPMENT

Objectives

Each year, 100 young Cambodians with 70% girls from extreme poverty conditions, learn a practical skill at Sala Bai Hotel School. The mission of this development program where more than 1000 students have been trained so far, is to:

- Fight against poverty and human trafficking by helping youths find a job in one of the most dynamic economic sector of the country*;
- Enable female youth to access education and training;
- Be an actor in the prevention of illegal migration and human trafficking;
- Promote the development of responsible tourism in Cambodia.

* In 2012, Tourism stands for 16% of the country's GDP.

The beneficiaries

Each year, 100 youths, aged 17 to 23 years, learn one of the four skills taught at Sala Bai.

To be eligible, a successful applicant must meet three criteria:

Socio-economic Criteria

A student must come from a family which lives with less than USD\$ 25 per month.

School Criteria

The candidates must have completed grade 6 school level but Front office training requiring a more solid education because of its necessary skills (sales, bookings etc.), it is therefore restricted to youth who have completed grade 10 or above.

Personal criteria

The students must show an extreme motivation during the six-month selection process.

Please note: Cooking, Restaurant and Housekeeping departments welcome youth from grade 6 school level and above whereas vocational training in Cambodia is usually only available to students who have reached at least grade 9 at school.



The Team

A large majority of the Sala Bai team is Khmer, 22 out of 25. These employees are trainers, teachers, social workers and those in charge of support functions.

Beyond their salary, the team is also offered a range of other skills through training and professional development plans.

Thus, their attachment to Sala Bai is very strong. For instance on the 4th of July 2013, 10 employees celebrated their 5th or 10th year of work at the school.

Three French volunteers support this team in management, program management, fundraising and teaching methodology.

Relations with local authorities

In all its programs, *Agir pour le Cambodge* has never replaced the local authorities but has always emphasized to act within the scope of good collaboration.

Sala Bai School works as a partner to the Ministry of Labor and Vocational Training (MoLVT) and the Ministry of Tourism (MoT). They both sign the students' diplomas every year. The graduation ceremony always takes place in the presence of the Secretary of State of the MoLVT and of the Secretary of State of the MoT.

The activity of Sala Bai is governed by a Memorandum of Understanding (MOU) with the MoLVT and the Ministry of Foreign Affairs, *Agir pour le Cambodge* being a French NGO.

The MOU with the Ministry of Foreign Affairs (MoFA) was renewed in 2013. It is valid till January 19th, 2015. The MOU with the MoLVT was renewed in January 2011. It is valid till January 17th, 2015. Besides, Sala Bai School is controlled by CDC (Council for Development of Cambodia), an institution that oversees NGOs at the Ministry of Interior of Cambodia.

Results

Since its creation, more than 1000 young Cambodians have been trained at Sala Bai School. They have all found a job. Six weeks after graduation, the whole intake 2012-2013 had found a job, the delay has considerably shortened these last previous years. They start with an average monthly salary of US\$80 plus tips and service charge (a tax on hotel customers bills shared between employees). Many of these students begin their career in one of the seventeen partner hotels of Sala Bai where they had been interns.

After their training at Sala Bai, former students move from living in extreme poverty to middle class and receive a monthly salary between US\$250 and US\$350 after a few years. For information, the average monthly salary is US\$60 in Cambodia.



The Alumni

With the help of the School social workers, former students of Sala Bai created the Sala Bai Graduate Network on December 15, 2011. The Network's core values are friendship, loyalty and solidarity, in order to institutionalize already strong links to the school, and to support future intakes.

The alumni may contribute in various ways: they can share their career experience with current students, help them find an internship in hotels, or make a donation at their annual dinner. The third dinner party was held on April the 3rd 2013. Among the 420 people who attended it, 312 were former students.



SALA BAÏ 2012-2013: 10 YEARS – 1000 STUDENTS

Our students

THE GRADUATED INTAKE

All students of the 11th intake graduated successfully.

A graduation ceremony was held on July 24th under the good auspices of His Excellency Pich Sophoan, Secretary of State at the Ministry of Labour and Vocational Training, His Excellency Sam Promonea, Secretary of State at the Ministry of Tourism, His Excellency Pock Pann, Undersecretary of State at the MoLVT, His Excellency Chan Sopha, President of the Provincial Council of Siem Reap, NGO representatives and other professionals of the hospitality industry.

An end-of-year trip took place between 30th July and 1st August in Sihanoukville and Phnom Penh.

A VERY FAST PROFESSIONAL INSERTION

On August 31st, 2013, 93% of the intake had already found a job. Two weeks after, the placement rate was 100%. The insertion of the entire intake being achieved, our mission towards Sala Baï students was over. The starting salary was US\$80.



THE INCOMING INTAKE

A six-month selection process

455 application forms were handed over between January and February 2013, less than the previous year 2011-2012. This decrease is partly due to the lack of job opportunities in Cambodia and to a massive labor migration to Thailand, over promoted by recruitment agencies which make them believe they will have higher salaries. To fight against this, Sala Bai has decided to all the more raise awareness about trafficking and labor migration issues in cross border areas.

400 applicants were preselected for family visits by the four social workers of the school over two and a half months. Key to this selection process, these visits ensure that the Sala Bai training will be given to those students who are the most in need. The visits were followed by written exams (in Math, English and Khmer), for the 259 selected applicants. The last step in the process consisted of a motivation interview for the last 199 applicants, divided by each department. The short list of the 100 successful applicants selected to join the 11th intake were announced on July 5, 2013.

In order to reduce transportation expenses for the candidates' families, Sala Bai has recently opened an exam center with the help of *Enfants du Mékong* in Sisophon, in Banteay Meanchey Province. Thanks to this, 54 applicants from the northern and western regions of Cambodia could take the written and oral tests in this new center. This process will be renewed in 2014.

The 11th intake profile

35% are fatherless, motherless, or orphan.

25% are sponsored by one of the NGO partners of Sala Bai : Aspeca - *Enfants d'Asie*, Caring for Cambodia, EGBOK, *Enfants du Mékong*, *Enfant de la rizière*, *Pour un Sourire d'Enfant*.

7% have been out of school for more than 10 years. Not by choice, but because of poverty, they have been forced to drop out of school after Grade 6.

Geographical origin

Sala Bai has accepted students from 12 provinces throughout the North-West, the Center, the South and the South-East of Cambodia.

66% come from Siem Reap Province, 34% from the provinces of Banteay Meanchey, Phnom Penh, Battambang, Oddor Meanchey, Kompong Cham, Kompong Speu, Prey Veng, Kompong Chnang, Kompong Thom, Ratanakiri and Preah Vihear.

Average age

20 years old

Average School level

Grade 10

Average school drop-out

4 years

Percentage of enrolment for each skill

32% Cook

32% Waiter

24% Housekeeper

12% Receptionist



THE STUDENTS LIFE

Students' fees, such as accommodation, food or medical assistance, are entirely covered by the school all year long. For that reason Sala Bai is more than any training school as it provides empowerment to autonomization.

Prevention and opening to the outer world

11% of the classes are dedicated to conferences on societal and health issues, with the help of social workers and specialized speakers. For example were discussed themes such as the independence of Cambodia by a social worker of Sala Bai, pedophilia and Child safe program by Friends International, prevention of Cambodian common diseases like tuberculosis, dengue, malaria, HIV or meningitis by the Angkor Hospital for Children.

Sala Bai offers more than training with personal development opportunities and a holistic education. This is all the more important as 70% of students are female. These young women will be able to raise their children differently, with awareness on societal and health issues. To enhance this open minded thinking on the outer world, students have also been initiated to leisure activities such as sports, Angkor temples visits and circus shows from the association Phare Ponleu Selpak.

Health & Hygiene

Health care is a major concern for Sala Bai. All the fees are covered and a partnership in the year 2012-2013 was developed with Angkor Optic Siem Reap in order to provide eye care services. All the students had an eye checkup.



Also in order to improve hygiene in the dormitories, two students, a girl and a boy, are rewarded every month for their involvement in house cleaning. Positive effects have been noticed since that measure was taken in November 2012.

Food supply

A food allowance is supplied to every student for evenings and weekends when the school is closed. It has been increased of 2\$ to 24US\$ per month as social workers noticed that the students did not feed themselves properly. The annual rate of inflation has reached between 6 and 8% in Cambodia and actually concerns mainly basic food products.

The training

The adequacy between the training taught at Sala Bai and the market needs is a permanent concern. The training of trainers was renewed thanks to the involvement of hotels and members of our partners' network such as *Touch Sala Bai* and *Friends of Sala Bai* in Australia.

TRAINING THE TRAINERS AND STAFF

Accounting

A partnership with the hotel Sofitel Angkor Phokeethra has given the opportunity for the accountant of Sala Bai to train during two weeks in their finance/cost control department.



Cooking and restaurant service

A culinary teacher and a restaurant teacher have been trained in the hospitality department of the Republic Polytechnic School of Singapore for a whole week. It is a renowned institute with theoretical and practical courses.

Reception and housekeeping

A professional from the hotel industry has reviewed and adapted the content of the curriculum in reception and room service. The volunteer has also regularly given them advice and feedbacks on their student training.

English

Three main innovations have marked the year 2012-2013: the increase of evening classes with the recruitment of a part time English teacher; role plays organized twice a week for beginners; and upgrade sessions before the start of the academic year.

Getting used to the urban life, learning a new language and acquiring new skills can be a huge challenge for the students of Sala Bai, who mostly come from poor, rural and remote areas. It is even more challenging for those who are uneducated. They have to learn a new language, English, which alphabet is completely unknown to them. That is the reason why on August 2013, three English teachers paid careful attention to a group of 16 future students by spending 4 hours a day with them. The aim was to provide them basic knowledge. The first step was to learn the Latin alphabet. This experience will be renewed as it has proved to be very efficient. Indeed, it was very hard for the teachers to teach the same course in a class with different levels. The most difficult was to integrate those who didn't even know the Latin alphabet.

PRACTICE AT THE TRAINING RESTAURANT AND HOTEL

Sala Bai training program is focused on practice whether it is at the training hotel or the training restaurant of Sala Bai, or during the four months of internship among the 17 partner hotels of the school.

So that students would gain confidence before the official opening of Sala Bai training Hotel and Restaurant on October 22, a preopening was organized during a week.

Besides, since January 2013 the seats number reserved for tour operators had been limited to 20 for pedagogical reasons. Indeed, students have to face the best professional situation and be able to handle different orders, which is not the case with customers from tour operators.

Income-generating activities

Sala Bai School has developed income-generating activities with its training hotel and restaurant. They are open from mid-October to mid-July, and close for one week during Khmer New Year. Sala Bai being a school above all else, the restaurant is therefore closed on evenings, week-ends and public holidays with some exceptions for special dinners to prepare them to real life.

In the year 2012-2013, the self-financing rate of the school represented 12.9% of *Agir pour le Cambodge* and 27% of Sala Bai budget.



OCCUPANCY OF THE TRAINING HOTEL AND RESTAURANT

58% : Hotel occupancy rate

6 000 : Number of Restaurant guests

38% : Walk-in guests

29% : Tour Operator guests

27% : Self-finance rate of the Sala Bai program

AN ETHICAL SUPPLY

In order to reinforce its fight against poverty and contribute more to economic growth, Sala Baï decided to get its food supplies from local farmers supported by Agrisud International. This NGO helps develop small agricultural and sustainable enterprises as a way out of poverty.

Since 1995, this NGO has operated in Cambodia near Siem Reap and has for instance promoted local products for tourism by helping in seed supplies, advice for a sustainable agriculture, help for marketing...

Moreover Sala Baï has built a partnership with Naga Biofuel, a social enterprise that converts used oils into biofuel and then sells it at a reasonable price.

Preparing Sala Baï program extension

Sala Baï School target is to increase the number of students by 50% by 2017. To make it possible it will need to:

- ▶ raise funds in order to acquire a building and/or a piece of land,
- ▶ develop different kinds of sponsorships: legal auditing with the law firm VDB/Loi, content of the “Beauty Therapy” training session with Sisley d’Ornano Foundation,
- ▶ look for a building and/or a piece of land that will meet the following criteria:
 - to have a proper title of property. The registration at the Cadastre is mandatory,
 - to be located in a non-flooded zone and be connected to roads,
 - to be located at a reasonable distance from Siem Reap city center to ensure an optimum occupancy for the training Hotel and Restaurant.



3D pictures of the future Sala Baï School



SRE AMPIL, A HAVEN FOR UNDERPRIVILEGED YOUTH

Its origins

Created by SON Soubert in April 1995, together with the Foundation for Justice, Peace and Development, Sre Ampil home hosts orphans and children abandoned by families living in extreme poverty coming from Kandal province. At Sre Ampil, these children live a family life and go to school, both mandatory conditions to recover from their experience and build up a future. Until March 2003, expatriate volunteers have helped to run the home. Since then, Sre Ampil Home has been managed by the Foundation for Justice, Peace and Development and is still supported by *Agir pour le Cambodge*, thanks to a collective sponsorship program.

LOCATED 40 KM FROM PHNOM PENH IN KANDAL PROVINCE, SRE AMPIL PROVIDES SHELTER TO 54 YOUTH FROM 8 to 22 YEARS OLD

Life at Sre Ampil Home

Life at Sre Ampil is organized around the children's education. After waking up at 6:00am, a prayer at the temple and a good breakfast, they go to school. When they are back from school, they alternate between study and leisure time. Assisted by monitors, youth of all ages participate in daily collective tasks.

Additional classes are offered from grade 9 which will enable them to more easily consider their future through vocational training or university studies. These young people leave Sre Ampil when they have graduated from high school and go and study in Phnom Penh most of the time. Grateful to Sre Ampil which is actually their home, they are very much attached to it and often come back.

Agir pour le Cambodge support

Agir pour le Cambodge continues its action for the Sre Ampil youth by:

- Paying for health expenses,
- Financing tutoring classes in Khmer, foreign languages, math and sciences,
- Giving Sre Ampil a grant every year for its operating expenses,
- Financing renovation works,
- Sending volunteers in the summer time to renovate the dormitories which were built by APLC in 1999 and help the animation team.

In 2013, *Agir pour le Cambodge* financed some major works which included renovating the roof of the courtyard. Some painting works have been handled by one group of volunteers from *Saint-Louis de Gonzague School* (Paris).

FUNDRAISING

56.9% of *Agir pour le Cambodge* resources come from the public generosity. The trend towards diversification and internationalization in fundraising initiated in 2011-12, has been reinforced with the tenth anniversary of Sala Bai in 2012-13.

2012-13 was the year in which five fundraising dinners took place to celebrate « 10 years-1000 students ». They happened in Australia, with the support of the hospitality school of Blue Mountains; in Singapore; at Sala Bai ; in Saint-Nazaire at the Culinary *Lycée Sainte Anne* and in Paris at Ferrandi School with chef Andrée Rosier, the patron of Sala Bai and Régis Marcon, 3-star chef and Board Member of *Agir pour le Cambodge*. These types of meaningful and effective partnerships with hotel schools are largely encouraged by the organization. *Agir pour le Cambodge* has also led concerts and sports events to follow up its communication strategy.

E-fundraising channels have grown: presence on several new web portals and a new design for the online newsletter. The platform service Alvarum now enables fundraising for short term missions to Sre Ampil.

SOLIDARITY SPORTS CHALLENGES

Around 40 sportsmen came from Singapore via the Chain Reaction Project on the 5th of December 2012 to run Angkor half marathon or to ride the 100k bike race. The same year, there have been solidarity sports events towards Sala Bai in other places too: the Pyrenean mountains bike trail, Kent and Barcelona half marathons and the Roc de Granville swim race tour.

DINNERS

A fourhanded dinner. On December the 5th of 2012, chef Andrée Rosier, patron of Sala Bai and Régis Marcon, 3-star chef and Board Member of *Agir pour le Cambodge* hosted a fine gourmet dinner to support Sala Bai. Students and teachers from Ferrandi School were involved during that evening that was held in their premises in Paris.

7th dinner of Sainte-Anne and NCPC. On March 2013 and for the seventh year was held a fundraising dinner for Sala Bai organized by the association *Nouveau Challenge pour le Cambodge* with the help of students from the hospitality school of Saint-Nazaire.



CONCERTS

Partnership with the *Nouveaux Virtuoses*.

Two young and talented musicians, Sélim Mazari on the piano and Joséphine Olech on the flute, performed a concert for Sala Bai on June 20th at Paris Adyar theatre. They performed symphonies from Schumann, Debussy, Roussel, Martinu and Poulenc.

E-FUNDRAISING

E-fundraising channels are expanding. On Exofoundation's website <http://exo.foundation.org/> and the portal Buy1Give1 www.B1G1.com, internet users can make a donation for Sala Bai. *Agir pour le Cambodge* has been registered on the website www.mailforgood.com.

Besides, the newsletter's design has been changed to give more space to the donation section.

SUPPORT SALA BAI WHILE TRAVELLING

A partnership has been set up with TravelGiver. After having opened an account on www.travelgiver.com, internet users can choose to support Sala Bai when they make hotel bookings on www.booking.com, www.accorhotel.com or even www.hostelworld.com. It is actually a part of the commission that is reserved for Sala Bai without any additional fee for travellers.

THE TEAM IN FRANCE

The Board of Directors

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Juliette BIENFAIT
Treasurer

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Secretary

Véronique ESKENAZI
Board Member in charge of events

Stéphane BAVEREZ
Board Member in charge
of Human Ressources

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Philippe GLOAGUEN
Michèle LAFANECHERE
Didier LAURET
Régis MARCON
Bruno de MONTE
Elisa O'NEILL
Tek Lin TAN

Anne-Charlotte CARRE
Communication
and Fundraising Manager

FIELD MISSIONS

Emmanuelle DETHOMAS,
President, November 2012
and April 2013

Anne Charlotte CARRE,
Communication and Fundraising
Manager, July 2013

Tek Lin TAN,
Board Member, October-November, 2012

THE TEAM IN CAMBODIA

VOLUNTEERS AT SALA BAÏ

Claude COLOMBIE
School Director since August 2012

Marie-Ombeline AMIOT
Communication Manager, August 2012
to September 2013

Florent MELTZHEIM
Assistant to the Director, February 2011
to December 2012

Mathieu REVERT
Assistant to the Director, December
2012 to July 2013

SHORT VOLUNTEER MISSIONS AT SALA BAÏ

Catherine ADDINGTON
Volunteer from FOSBA,
English teacher and training the trainers

Francesca BONNAVITA
Volunteer from Touch Sala Bai
Vice President at American Express
Vacations – United States of America
Study on partnership possibilities with
hotels in Cambodia

Emmanuel CHAUVET

Volunteer *Planète Urgences*
Computer engineer. Statistics and
graphic design on the students
database.

Johanna PINNEY
English teacher
English courses and role play

Susanna SACK
Front Office trainer

Christophe SZCZEPANSKI
Volunteer *Planète Urgences*
Computer engineer. Creation of a
database

SHORT VOLUNTEER MISSIONS AT SRE AMPIL HOME

One group of students from *Saint Louis
de Gonzague* High School, Paris,
volunteered for three weeks in July 2013.

ENTERPRISES AND FOUNDATIONS PARTNERS

ARTS PREMIERS

Arts Premiers, an audiovisual production company, has supported Sala Bai by providing bicycles for students so they can easily go to their place of internship and to their accommodations.

BRAGEAC SOLIDARITY FOUNDATION

This foundation was willing to help Sala Bai development and decided to make a financial contribution towards the purchase of the building for the new school project.

EDF FOUNDATION

Agir pour le Cambodge has been awarded by the Associations Trophy organized by the EDF Foundation in a competition for which 1000 associations had applied. Thanks to that, 5 Sala Bai students will be supported in 2014.

THE FOUNDATION D'ENTREPRISE CHANEL

Created on May 2011, this Foundation supports innovating projects of common interest impacting on women's status whether it is about social issues, education or health. In the light of the above, 25 female students were supported in 2012-13 and this support has been renewed in August 2013.

RAJA-DANIELE MARCOVICI FOUNDATION

This foundation encourages women empowerment through education and employment. As Sala Bai offers job opportunities to female students, the foundation has decided to cover the fees and tuition of five female students during the year 2012-13.

PATA FOUNDATION

The Pacific Asia Travel Association promotes tourism in Asia Pacific and is concerned by heritage and environmental protection. During the year 2012-13, the foundation has given the opportunity to 10 students to be trained at Sala Bai.

MCKINSEY FOR CHILDREN

McKinsey for Children has set itself the goal to help children by protecting them and empowering them till their adulthood. To reach this goal, McKinsey for Children emphasizes school education and vocational training. McKinsey for Children has decided in July 2013 to support 12 students during 3 years.

TALENTS & PARTAGE

Talents & Partage, an association of active and retired employees from *Société Générale*, has renewed its support to *Agir pour le Cambodge* by contributing financially towards the purchase of the building for the new school project.

INVOLVEMENT OF COMPANIES IN CAMBODIA

During the year 2012-13 a lot of hotels have been involved and made their contribution. For instance, Sofitel Angkor Phokeethra has launched a special operation to propose its clients to offer school bags or bicycles for the new students of Sala Bai.

The Victoria Resort & Spa Hotel has covered a part of the fees regarding the sportsmen from *The Chain Reaction Project* who came to run Angkor half marathon on December 2012.

The 10th anniversary of Sala Bai has been celebrated with the supplies help from Raffles Grand Hotel Angkor, Sofitel Angkor, Ree Hotel, and Heritage Suites Hotel. The Raffles Grand Hotel Angkor has also donated computers.

Companies that are not necessarily in the hotel industry have also contributed. *Artisans d'Angkor*, a social enterprise that promotes Khmer culture and provides employment to poor people, has made uniforms for Sala Bai students working in reception and restaurant.

Bodia Nature, a fair trade beauty care company, provides complimentary amenities to Sala Bai training hotel.



OUR RESOURCES

RESOURCES	2012-2013	2011-2012
Donors	310 875	209 721
Other private funds	165 002	88 760
Other products		
Financial products	2 704	1 623
Membership fees	1 290	675
Income from restaurant and hotel	61 926	52 797
Earnings from cookbook sales and other income	8 945	15 183
Total other products	74 865	70 278
Main total of the resources of the year	550 742	368 759

In €

► Total incomes have increased by 49.35% from the year 2011-12 reaching the amount of €550 742. Private donations are the main sources of revenue (56.4%).

► The increase of donations can be explained with the establishment of a network of grand donors in France, fundraising events, and the involvement of sponsors and organizations such as Friends of Sala Băi in Australia and Touch Sala Băi in Singapore.

► Our project has also received increasing attention from other foundations. Positive effects

on education and employment of women in the hospitality industry have encouraged partners to support us on a multi-annual basis. In the year 2012-13, their support has reached €165 002, a growth of 85.9%.

► The increase of our resources is mainly due to the training hotel and training restaurant's intense activity. This increase of 17.3% is explained by a better occupancy rate of both hotel and restaurant and by a better cost control. Incomes from cookbook sales and other products have decreased by 41%, showing the same trend as in France.



OUR EXPENSES

TYPE OF USE	2012-2013	2011-2012
On site social missions	245 044	238 468
Fundraising fees	33 003	33 115
Operating costs	11 872	13 427
Total	289 919	285 010
Overage	260 823	83 748
Main total	550 742	368 758

In €

► Despite the recent rise of food allowance and local cost in Cambodia, our expenses have remained steady. This is mainly due to a better control of operating costs regarding the training center (restaurant and hotel).

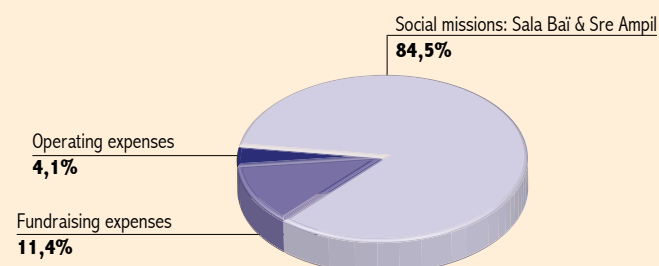
► 84.5% of the expenses of this year are dedicated to social work in Cambodia.

► Our operating costs represent only 4.1% of

total expenses and fundraising fees constitute 11.4% of the total.

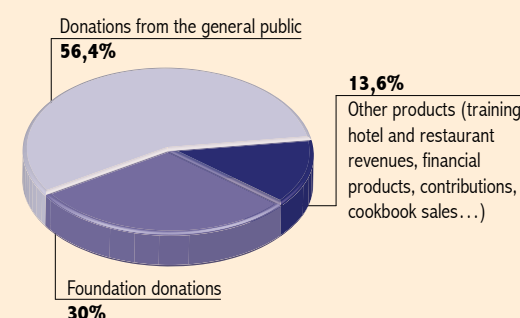
► By August 31st 2013, the balance of funds donated by the public, non-restricted or not used at the end of the accounting period is €236 053. It includes the retained funds from previous accounting periods. This amount is being saved for the extension project of Sala Băi.

Use of our incomes. **84.5% OF EXPENSES ARE DEDICATED TO OUR SOCIAL MISSION IN CAMBODIA.**



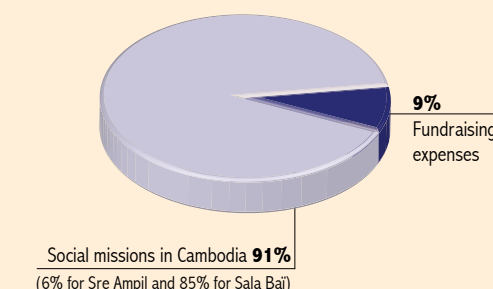
This graph represents the amount of each type of cost compared to the total cost of the 2012-2013 income statements.

Origins of our resources. **56.4% OF OUR FUNDS COME FROM THE GENEROSITY OF THE GENERAL PUBLIC.**



This graph represents the amount of each type of resource compared to the total resources of the 2012-2013 income statements.

Allocation of resources coming from the generosity of the general public. **91% OF OUR RESOURCES ARE DEDICATED TO OUR SOCIAL MISSION IN CAMBODIA.**



Collected funds cover 67 % of our expenses.

AGIR POUR LE CAMBODGE

Organization of general interest
governed by the 1901 French law
14, rue du Dragon
75006 Paris FRANCE
Phone number: (+33) (0)6 64 09 66 95

Contact us

► **In Paris - France**

Veronique Eskénazi
Phone number: +33 (0)6 64 09 66 95
contact@agirpourleCambodge.org

► **In Siem Reap - Cambodia**

Mayelle Barbier
Phone number: (+855) 089 590 864
info@salabai.com

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Trip Advisor: Sala Bai Restaurant School

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Scott A. Woodward
www.scottawoodward.com

www.agirpourleCambodge.org
www.salabai.com