



ANNUAL REPORT

2018-2019

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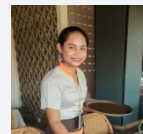
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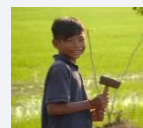
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18



21



24



25



28





1. Editorial

Message from our President

In 2018-2019, Agir pour le Cambodge continued its support for the most underprivileged by increasing support for the Cambodian charity OBT and developing its Sala Bai programme. Substantial needs still remain in a country where 40% of the rural population still lives below the poverty line. In September 2018, the school welcomed the largest class in its history. From now on, all classes will have 150 students. Numerous actions have been put in place to make Sala Bai a programme of excellence by focusing on both know-how and life skills of our students.

Accordingly, in 2018-2019, priority has been given to the training of trainers with the creation of a position of English-speaking English coordinator and the establishment of partnerships with the La Rochelle hotel school and the Swiss-Belhotel International group in Indonesia. These skills sponsorships, which will increase over the next five years, will contribute to enhancing the skills of Sala Bai's teaching staff and to adapting training to market requirements.

The programme provided at Sala Bai is also focusing on soft skills. Self-confidence, identified as an area for improvement by our partner hotel establishments, is one of the keys to success. This is why we have launched a personal development programme led by Possibilities World. Critical thinking, self-esteem and leadership are all assets that will enable students to be better prepared for the challenges of their future professional life. The stakes are also high for the children at OBT and the Sré Ampil home. Agir pour le Cambodge continues and reinforces the support of these education programs.

But Agir pour le Cambodge could not continue its education and training mission without the invaluable support of its partners and donors in France, Cambodia, Australia, Singapore and the United States, transforming the lives of hundreds of young people. On behalf of the entire team, I would like to thank you for your loyal support, which enables us to continue our work and action.

Yours in solidarity,
Claude Colombié,
President of Agir pour le Cambodge

2. The situation in Cambodia

Socio-economic background



40% of the rural population live below the poverty line.
(PNUD, September 2018)

45% of people living below the poverty line are children and teens.
(PNUD, September 2018)

49% of the population are under 25 years old.

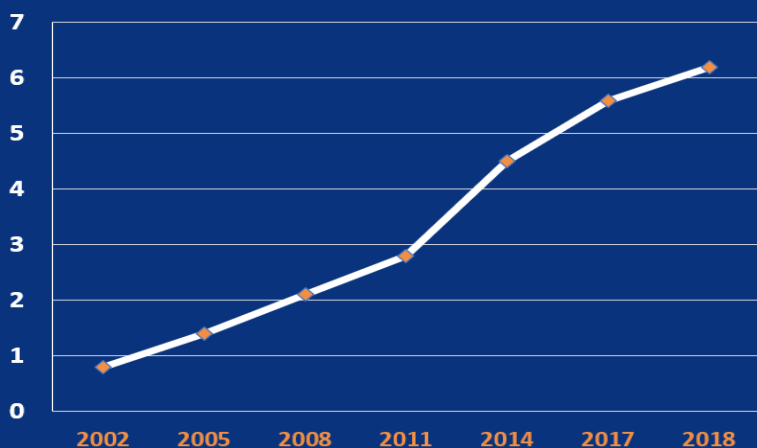
21% of the population are vulnerable to poverty.
(PNUD, September 2018)



33% of Sala Bai students are from the Northern regions which are heavily impacted by human trafficking.

Access to education remains difficult for young girls from underprivileged backgrounds.

Number of tourists in Cambodia
(in millions)



Source : ministère du Tourisme



3. Sala Bai

A. Vocational training at the heart of development



What exactly is Sala Bai?

SALA BAÏ: in Siem Reap near the Temples of Angkor.

Hotel school set up in **2002** reserved exclusively for young people aged **17 à 23** and who come from very poor backgrounds.



Hotel school since 2002...

2002

Creation of Sala Bai, hotel school reserved exclusively for young people from very poor backgrounds.

+ **1,600**
young people
trained

Since the school
was set up.

Restaurant, Front Office,
Housekeeping, Cooking,
Beauty Therapy.

Training in **5**
hotel jobs

Since
2017

Training compliant with
the standards of the
Association of South
East Asian Nations
(ASEAN).



100% of
graduates hired

Within **4 to 6**
weeks of graduating.

One-year training course:

7 months at school/ 4 months of internships/ 1 month job search

Hiring of young person
= end of Sala Baï mission.



July - August

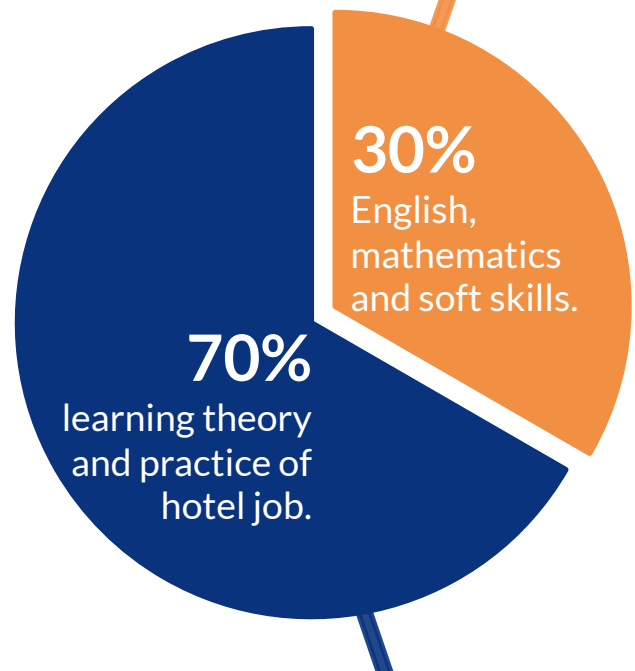
Exam, graduation
ceremony and job
search.

November - June

Learning in the training
restaurant and hotel, at
the school and during
internships at **18** luxury
hotels.

September - October

English revision classes
and theoretical courses.





*B. Towards a
programme of
excellence:
know-how and
life skills*

Insertion Professional insertion of Class 16 2017-2018

99% of students found a job within **5** weeks of graduating.

Only one student was not hired as she had to return to her family.



The average wage is **\$132***
(vs \$120 in 2016-2017).
*excluding tips and other benefits.

16/16 students from the
Front Office course found jobs.

35/35 students from the
Restaurant course found jobs.

35/35 students from the
Cooking course found jobs.

23/24 students from the
Housekeeping course found jobs.

8/8 students from the
Beauty Therapy course found jobs.

Class 17 in a few figures

48

Restaurant students.



24

House-keeping students.



150

Students.



Beauty therapy students.

10

Front office students.



20

48

Cooking student.



Who are our students?

70%

are young women.

35%

of students are from regions that are the most heavily impacted by human trafficking: regions on the border with Thailand.



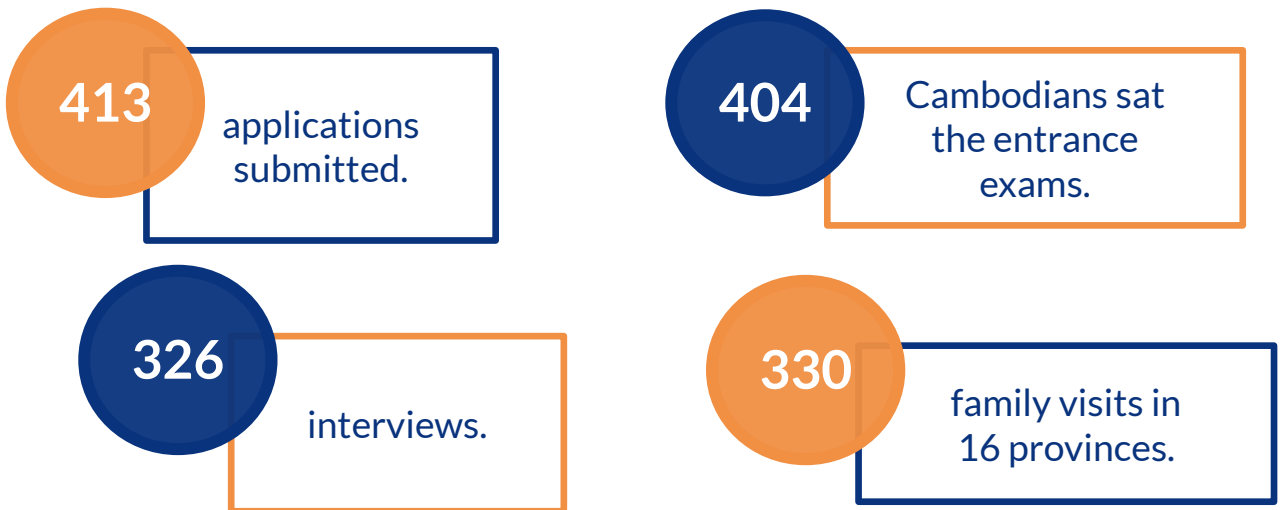
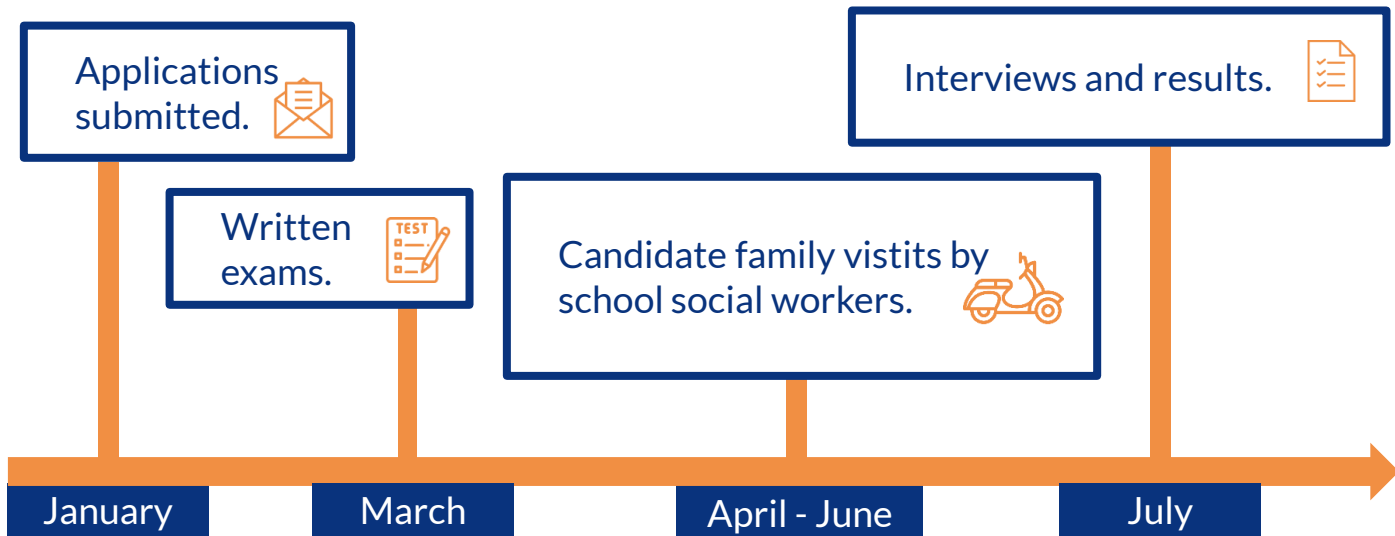
39%

come from one of our partner NGOs: Enfants du Mékong, Enfants de la Rizière, Enfants Sourire khmer, Enfants d'Asie, Lataste Home....

24%

are orphans
(having lost their father and/or mother)

Selection process for Class 18 2019-2020



“I decided to apply to Sala Bai because my family was too poor to pay for my high school education. I want to learn a trade to support myself and my family. At first my parents were worried but now they understand the purpose of Sala Bai and are happy. When I found out that I was accepted, I was very happy because I was going to learn new skills that interest me. My dream is going to come true.” - Sokna Brak, 17, Restaurant student.

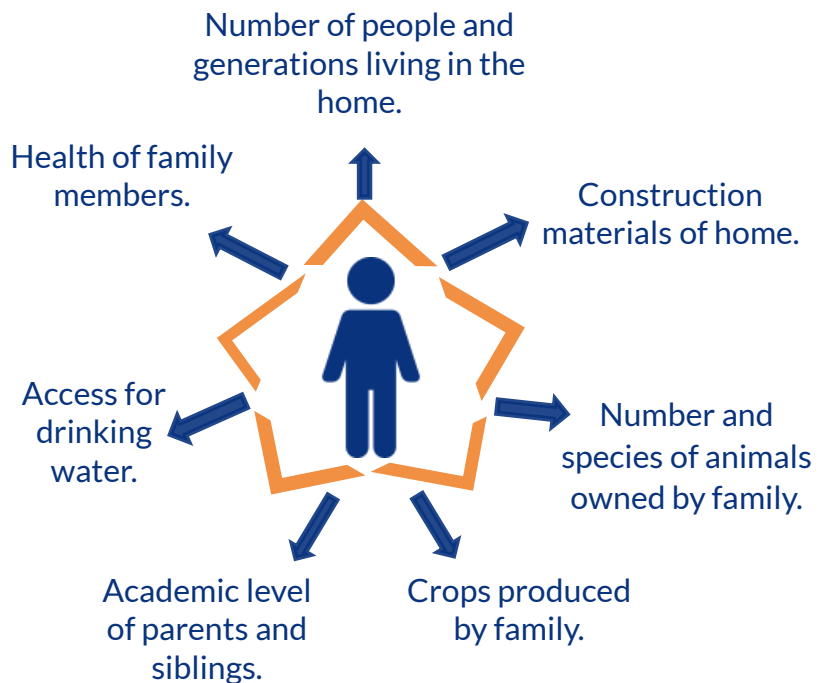
Improvement of selection process: new criteria introduced

April-
May
2019

Raising families' awareness of opportunities arising out of Beauty Therapy training (salary and professional development). Actions carried out with the support of the Sisley Foundation.

Extension of criteria for socio-economic evaluation of families, taking into account vulnerability factors as defined by the United Nations.

Feb.
2019



“Cambodia's socio-economic context is changing. In February 2019, we reworked the analysis grid of the standard of living of the candidates' families by integrating potential vulnerability factors defined by the United Nations. We have adapted them to the local context: the composition of the family, the health and educational status of each member, access to water and hygiene, and the diversity of sources of income.” - Bounty, Sala Baï social worker.



Training Hotel and Restaurant

4265



Meals served in the training restaurant in 2018-2019.



632



Number of nights in the training hotel in 2018-2019.



Price increase for individual customers at the restaurant from 1 January 2019.



Privatisation of gardens for group dinners (capacity for 200 seated guests).

Ramp-up of digital marketing strategy:

- Opening of online reservations,
- Advertising campaign on Facebook,
- Multiplication travel guides listing Sala Baï,
- Continue partnerships with online reservation platforms.

Improved training for trainers

2 skill-based
sponsorship
missions

3 Sala Bai teachers (restaurant, front office, cooking) completed a month-long training course in Indonesia thanks to a partnership with the Swiss-Belhotel International group (August 2019).

3 teachers from the Lycée hôtelier de La Rochelle (cooking, restaurant and pastry) came to Sala Bai (April 2019).

Creation of position of English coordinator for native English speaker (August 2019).



"I had the opportunity to attend a training course at the Swiss-Belhotel International Hotel in Jakarta. For me, training in a foreign country is a great experience, I could see the differences between a hotel school and a hotel. I learned how to adapt to a different environment. I will be able to put into practice everything I have learned and pass on new skills and knowledge to my students. I hope to participate in more courses like this." - Sokhy Chea, Restaurant teacher.

Increased assistance of students

Assistance of students: self-confidence building workshops with *Possibilities World*.
(experience tested with 75 students).

Increase the number of soft skills workshops and awareness-raising and outreach activities: theatre, speaking, eco-responsible activities, safety, public health, etc.

Sala Bai Family Association: towards a structured alumni network

18 -21
Feb.
2019

Continued training in middle management: **3rd** free training session for alumni (with 4 years' experience). Financed by FOSBA* and given by Peter Jones, Dean of *ehotelier*.

*Friends of Sala Bai Australia

Organisation of conferences/round tables with Cambodian hotel professionals in Sala Bai.

18
Feb.
2019

June
2019

Alumni dinner.

Replacement of directors:

50% are Sala Bai teachers,

50% work in the hotel industry:

They are all Sala Bai alumni.

April
2019

Creation of a new logo.



May
2019



Raising awareness of environmental issues

Collecting litter in Siem Reap in collaboration with Exo Foundation, Gaea, the Wat Svayen primary school and other local NGOs.

Awareness-raising workshops with students: growing vegetables in the Sala Bai training garden.



Actions undertaken in the training restaurant:

- Fair trade sourcing (Agri Sud),
- Processing of oil,
- Waste recycling,
- Replacement of plastic straws with water bindweed stems.

Actions undertaken in the training hotel:

- Use of eco-friendly cleaning products,
- Outside lighting replaced with LED lighting.



Agri Sud, a Sala Bai NGO partner

“Agri Sud has been working in partnership with Sala Bai since 2011. Local farmers provide the school with fresh and seasonal vegetables. Every year, we raise awareness among young people about sustainable agriculture and more particularly about agro-ecology.

For two days, students participate in workshops on eating local and healthy products, health and the effects of agriculture on the environment. They meet with farmers who work for Agri Sud and discuss these issues.” - Picheth Seng, manager Agri Sud in Cambodia

4. Organization
for Basic Training,
Cambodian
charity supported
by APLC

*Better education
to fight poverty*





A **100%** Cambodian charity.

2009

Created by Sophal, a former Sala Bai social worker.

300

children who benefit.

50

volunteers.

A **score** of volunteers supported the teachers and gave lessons in 2018-2019.



Location of programme:
village of Chiro
(Kampong Cham province).

The **6** local teachers employed by OBT give lessons in mathematics, music, French, English, IT, Khmer and dancing.



“OBT’s aim is to create a school to help children from an early age. In Cambodia, especially in rural areas, classes are held in half-day sessions, often due to a lack of teachers. The OBT Centre thus proposes to complement this teaching with courses either in the morning or in the afternoon. For me, the goal of education is to transmit human values. My objective is to provide these children from extremely poor backgrounds with access to a free and quality education system and to learn to live in a community.” - Sophal, founder of OBT.

OBT and APLC in 2018-2019

APLC has covered the salaries of **2** English teachers since May 2019.

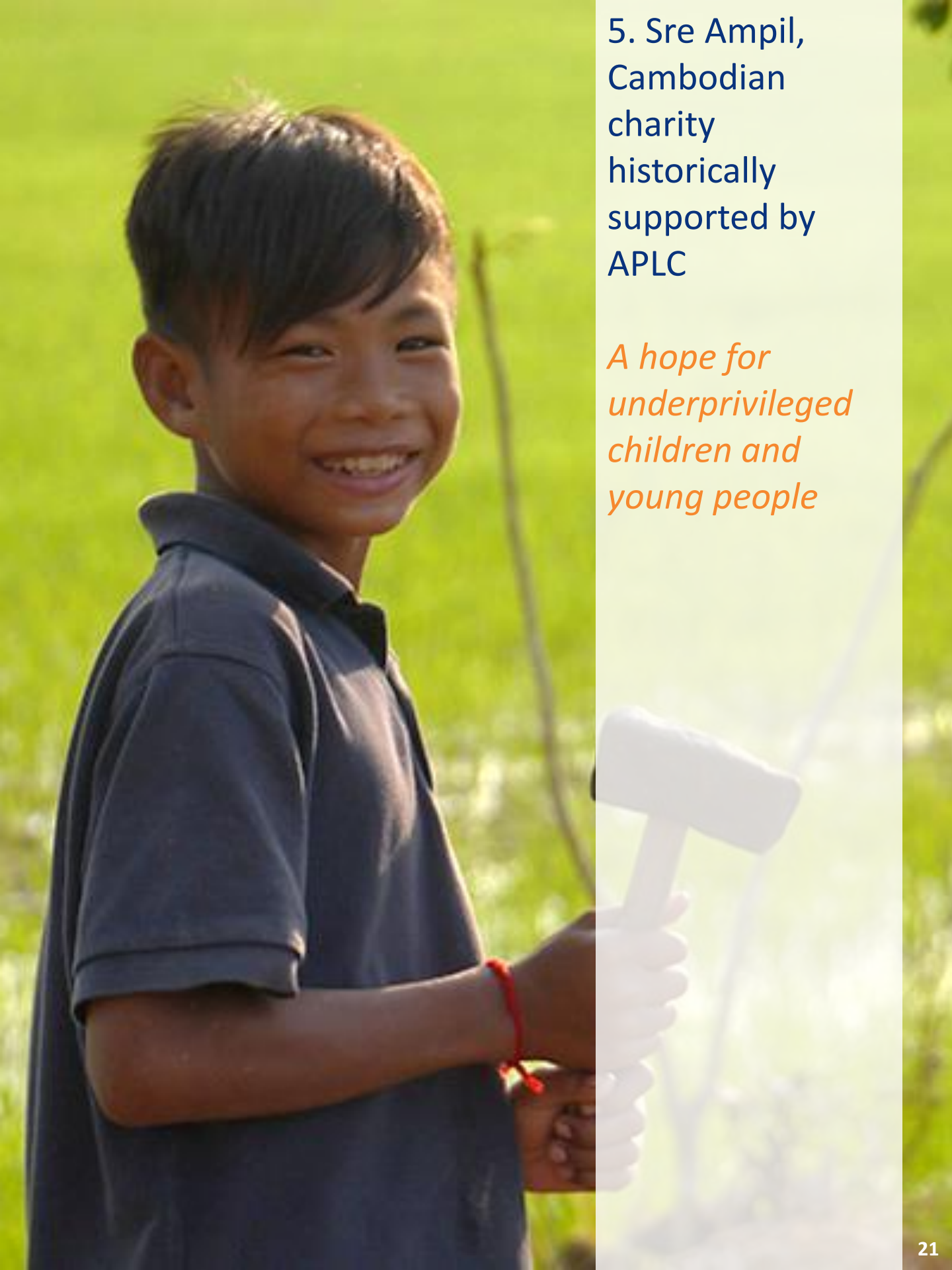
APLC sent **2** volunteers to OBT in June 2019.

OBT is a real player in the Cambodian ecosystem.

In addition to providing education, the charity carries out a number of awareness-raising and protection activities on environmental issues

Plastic recycling, production of local honey, raising awareness about reasoned agriculture, etc.



A young boy with dark hair, wearing a dark blue polo shirt, is smiling and looking towards the camera. He is holding a white hammer in his hands. The background is a bright, out-of-focus green field. The text is overlaid on the right side of the image.

5. Sre Ampil,
Cambodian
charity
historically
supported by
APLC

*A hope for
underprivileged
children and
young people*

Opened in **1994**, the Sre Ampil children's home is administered by the Khmer Foundation for Peace, Justice and Development.

Located
27 km south of
Phnom Penh.

Home for orphans and children abandoned by parents who are too poor to raise them.

Today **41** girls and boys between the ages of **8** and **22**.



Extra lessons in Khmer, English, mathematics, sciences, traditional music and dancing.

Learning to be autonomous, responsible and to live in a community.

Since **1994**, APLC has covered the cost of medical care extra help with schoolwork for the young residents.

Grants have been paid by APLC on a quarterly basis since **1994**.



6. Fundraising events



7 fundraising events in aid of APLC

25
Oct.
2018

Happy hour
Touch Sala Bai
(Singapour)

29
Nov.
2018

Gourmet evening
FOSBA
(Sydney)

2 Dec.
2018

Angkor Wat half-marathon
APLC - Sala Bai
Touch Sala Bai
(Siem Reap)



17
Jan.
2019

APLC gourmet dinner
APLC - Ecole Ferrandi
- Régis Marcon
(Ecole Ferrandi - Paris)



26-27
Mar.
2019

Gala diner
Lycée hôtelier de
La Rochelle
(La Rochelle)



Gourmet evening
Lycée hôtelier de Saint-
Nazaire - Challenge
Cambodge
(Campbon)

29
Mar.
2019

**Great Chefs meet Great
Students Dinner**
Sala Bai - Ecole hôtelière
de la Rochelle
(Sala Bai)



5 April
2019

7. Our teams in Cambodia and France



The Sala Bai team

Jean-Maurice Bertrand
Director (VSI)

Renaud Fichet
Director (VSI) - Since July 2019

Social workers

The accounting team

The communication and marketing team

Canteen employees and laundry agents

Maintenance and security

Bounty Tan
Manager of the social workers

Mara Ean
Accounting manager

François Zeller
Communication and Marketing Manager (VSI)

Pov Leng
Canteen employee

Sambath Saem
Maintenance

Sophal Saut
Social worker and maths teacher

Ratha Roun
Accounting assistant

Emma Duyck
Communication and Marketing Manager (VSI) - Since July 2019

Sokunthea Tes
Canteen employee

Hon Bin
Security agent

Kimsong Tork
Social worker

Moeurn Mao
Administrative Assistant

Sophy Sok
Communication officer and sales

Socheat Ruon
Laundry agent

Bol Kin
Security agent

Heak Seang
Social worker

Sophea Saut
Laundry agent

The teaching team

Sokha Chan
Manager of the teaching team

Front office

Housekeeping

Restaurant

Cooking

Beauty therapy

The English team

Sovy Lach
Front office teacher

Samnang You
Housekeeping teacher

Veasna Klot
Manager of the Restaurant teaching staff

Chamroeun Dam
Manager of the Cooking teaching staff

Chantha Kong
Beauty therapy teacher

Sabine Tourtellier
English coordinator

Chantorn Hen
Restaurant teacher

Mai Yei
Cooking teacher

Roun Roeun
Manager of the English teaching staff

Sokhy Chea
Restaurant teacher

Chanthoeun Chim
Cooking teacher

Sophaneth Touch
English teacher

Sangha Thim
English teacher

Our team in France

Permanent staff

Anne-Charlotte Goupil: Manager

Emma Duyck: Responsible for Communication and Fundraising

Bureau Members

Claude Colombié: President

Nicolas Floquet: Treasurer

Dominique de l'Épinois: Secretary General

Emmanuelle Dethomas: Responsible for relationships with Cambodia

Félicité Ogerau: Responsible for human resources

Board Members

Stéphane Baverez

Philippe Gloagen

Régis Marcon

Bruno de Monte

Martin Gentil

Fabien Hubsch

Elisa O'Neill

Marie Yen



In existence since **1985.**

Agir pour le Cambodge
French registered charity.

Office at 14, rue des Jeûneurs

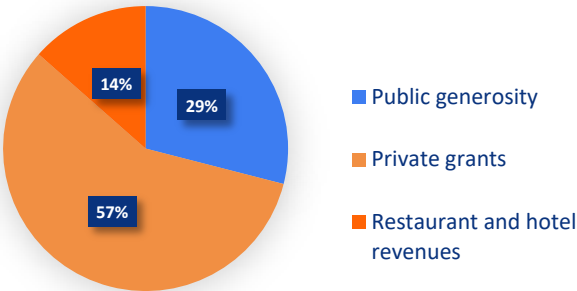
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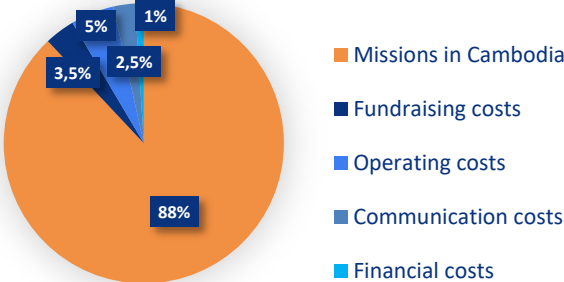
8. Financial report and partners



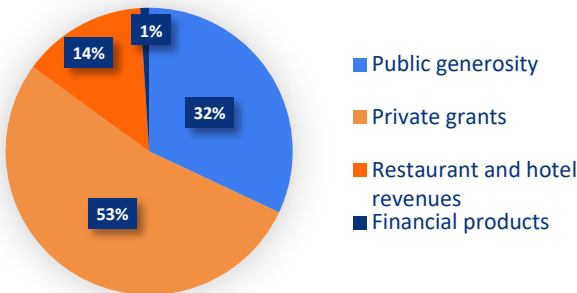
Origin of funds 2018-2019



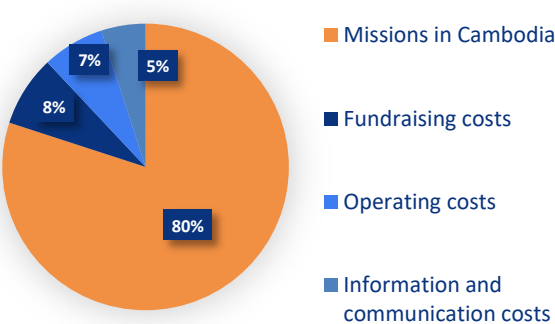
Breakdown of expenses 2018-2019



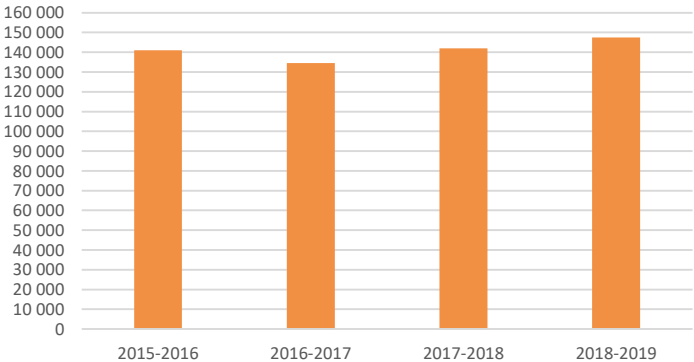
Origin of funds 2017-2018



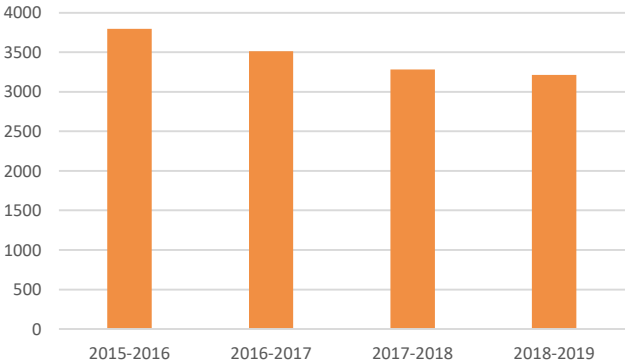
Breakdown of expenses 2017-2018



Sala Bai revenues in USD



Cost per student in USD



Resources

	2018-2019	2017-2018
Donations from the general public	176 378	197 511
Private grants	345 840	320 076
Restaurant and hotel revenues	79 962	81 621
Other income (with contributions)	1 765	9 733
Total funds raised	603 945	608 941
Allocation projected use of funds		-122 112
Carryforward projected use of funds	122 112	812 500
Total resources	726 057	1 299 329

- Total funds raised are stable, with an increase in private grants offsetting a decline in donations from the general public. Restaurant and hotel revenues are stable.

Use of funds

USE OF FUNDS (in €)	2018-2019	2017-2018
Social missions in Cambodia	468 779	399 756
Depreciation and amortisation expense	109 096	63 211
Fundraising, communication and operating costs	72 711	100 991
Financial expense	6 616	
Total expenditure for the year	657 202	500 747
Surplus resources for the year	68 855	798 582
Total use of funds	726 057	1 299 329

- Expenditures for social missions in 2018-2019 in Cambodia are higher than in the previous year, mainly due to the increase in the number of staff in Sala Bai (increase in class size from 118 to 150 students). The decrease in the construction item is due to the completion of the dormitories in June 2018.

Simplified balance sheet

ASSETS	31/08/2019 Net	31/08/2018 Net
Tangible fixed assets	867 357	978 442
Financial fixed assets	720 915	683 693
TOTAL I – Fixed assets	1 588 272	1 662 135
Other current assets	5 544	10 311
Cash and cash equivalents	906 464	709 151
TOTAL II – Current assets	912 009	719 462
GENERAL TOTAL	2 500 280	2 381 597

LIABILITIES	31/08/2019	31/08/2018
Own funds	2 239 558	2 282 616
Other current liabilities	51 380	41 865
Deferred income	114 554	
Currency translation adjustment Loss	94 788	57 116
GENERAL TOTAL (I + II + III)	2 500 280	2 381 597

Partner companies and foundations



Pour eux



Our 18 partner hotels









Contact us

06.62.12.87.39

Paris: contact@agirpourleCambodge.org

Siem Reap: info@salabai.com

Agir pour le Cambodge, association loi 1901
reconnue d'intérêt général



📍 14 rue des Jeûneurs, 75002 Paris

www.agirpourleCambodge.org

www.salabai.com



Sala Bai Restaurant School www.tripadvisor.fr