


2020
2021

Activity Report

AGIR POUR LE CAMBODGE





APLC is a French NGO which was created in January 1985 by former students of the Lycée Franklin – St Louis de Gonzague (Paris) in response to a humanitarian emergency and to help the Cambodian population which at the time had taken refuge in the camps on the border with Thailand. From the very beginning, APLC put education and training at the forefront of its mission to fight poverty. In 1995 it turned to aiding development and since then it has been contributing to reducing poverty and to fighting human trafficking.

Nowadays, **APLC continues its fight against poverty and human trafficking with programs supporting vocational training** (with the Sala Bai Hotel and Restaurant School) and education for young children (by supporting the Cambodian associations Khmer Foundation for Justice, Peace and Development and Organization for Basic Training). Its actions target mainly children and youngsters, between 8 and 23 years old, coming exclusively from very disadvantaged background, with a priority given to girls, more vulnerable and with lower access to education and stable employment.

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A word from the President

Dear Friends, Dear Sponsors,
Dear supporters of *Agir pour le Cambodge*,

As you know, 2020-2021 has been a particularly complicated time. Schools and hotels in Cambodia have been opened and closed one after the other, and the rules for travel between the country's provinces have continued to evolve with strict containment rules. All these measures, taken for health reasons, made the work of our teams difficult.

But despite this context, the training was never stopped. The recruitment rate of the class, which graduated in the middle of the pandemic in July 2021, has been praised by all our partners. Six weeks after graduation, 61% of the 135 students in the class were hired at an average salary equivalent to that before the pandemic. This is a real achievement made possible by the strong mobilization and adaptability of the teams and students.

In this context of a very strong slowdown in tourism, the Board of Directors of *Agir pour le Cambodge*, in conjunction with the field teams, felt it was necessary to diversify the skills taught to students in order to increase their employment opportunities. Thus, starting in September 2021, the curriculum has been extended from one to two years and will include new training modules: reinforcement of training in sustainable agriculture, processing of agricultural products, entrepreneurship training, and specialization modules in the restaurant and hotel sector for which there is a domestic demand.

This new context has also led us to reduce the number of students in the 2021-2023 class in order to be able to insert them all into the job market. This was a difficult decision to make because of the high rate of insecurity in the country, but we felt it was better to train fewer students so that they would all be recruited and have a positive impact on their community.

Faced with the harshness of the crisis that has affected the tourism sector, solidarity with the students and their families, but also with the most vulnerable in the region of Siem Reap appeared to us as an obvious choice. Sala Bai being a big family since its creation in 2002, we decided to accompany the families of the students through this ordeal, by providing them with material aid and financial support to compensate in part for the loss of their jobs, without forgetting the setting up of rice distribution in cooperation with the local authorities.

In Battambang, we did not forget the Khmer Foundation for Justice, Peace and Development which has increased the medical follow-up of its beneficiaries and which we have supported for more than 25 years.

Adaptation, mobilization and solidarity have been our watchwords during these 18 months.

But all these actions could not have taken place without your numerous supports.

Thus, allow me to thank you very warmly for the trust you have shown us.

Claude Colombié
President of *Agir pour le Cambodge*

76,2%
living in rural areas.

Source: data.un.org/en/iso/kh.html

40%
of the rural population lived
below the poverty line.

Source: World Bank, November 2021





Agir pour le Cambodge

The socio-economic situation in Cambodia

The country population and development

Today, Cambodia has a population of more than 16.7 million inhabitants with 76.2% living in rural areas.

The last census conducted in 2019 highlighted the importance of the young population in Cambodia. Indeed, the median age was 25.6 years and only 5% of the population was over 65. Life expectancy was 69.8 years.

According to the latest Human Development Index (HDI) ranking, which takes into account life expectancy, access to education and GDP per capita, Cambodia ranked 144th out of 189 countries.

While the level of education is progressing with an average of 11.5 years of education per person, disparities persist: 11 years on average for women against 11.9 for men. This is a recent development and inequalities remain deep among the adult population. Among those aged 25 and over, only 15.1% of women have had access to at least secondary education, compared with 28.2% of men.

The Cambodian government, with technical support from the World Bank, has defined a new poverty line for the country. This new line has been set at 10,951 riels per day (about US\$2.7). Based on this new definition, prior to the pandemic about 40% of the rural population lived below the poverty line.



100% of Sala Bai students come from disadvantaged families

Human trafficking

Like its neighbors and more globally the Southeast Asian region, Cambodia is very affected by human trafficking simultaneously as a source and transit country with Thailand as the main destination.

Men and women are both the target of this trafficking but are exploited in different ways. Whereas men are mostly subject to forced labor in the fisheries, agriculture and construction industry; women are mostly subject to forced labor in the industries of domestic services, tourism and sex.

The main factor behind emigration from Cambodia is its economic situation which is very

different from the economic situation of Thailand that is experiencing a fast economic growth. General poverty, land deprivation and the level of debt of many rural families, as well as the limited access to markets, have been identified as the main causes of emigration, and thus migrant smuggling and human trafficking in Cambodia.

Many factors make it difficult to count the number of victims, especially because human trafficking is often mixed up with legal and illegal worker migrations also in the direction of Thailand.

The United Nations estimated that, in 2016, 1.5 million

people were victims of human trafficking with 256,000 Cambodians among them. This number was three times higher than in 2006. The Cambodian Interior

Ministry has confirmed that the COVID19 pandemic has caused an increase in the number of women victims of human trafficking.

Gender inequalities

Women represented 51.2% of the Cambodian population in 2019.

The Gender Inequality Index (GII) reflects inequality in achievement, Cambodia was ranked 117 out of 162 in 2019.

As shown, women's participation in the labor market is still lower than men's and gross national income per capita for women was equal to 3,697 USD although it was 4,822 USD for men, a gap of 33%.

Gender-based violence is still a major issue in Cambodia.

In 2021, 10% of Cambodian women aged 15-49, married or cohabiting, experienced sexual violence and 11% experienced physical violence. 93% of Cambodian women aged 15-49 who are divorced, widowed or separated have experienced

sexual violence and 82% have experienced physical violence.

Areas of expression for victims and more generally women are tending to multiply in Cambodia. A national action

In 2021, 10 % of Cambodian women aged 15-49, married or cohabiting, experienced sexual violence and 11% experienced physical violence.

plan to fight violence against women was implemented from 2014 to 2018 and a second one is under development.

The economic repercussions of the pandemic

The economic crisis has spread through three main sectors, which are important for Cambodian growth: the tourism sector, exports (particularly

in the textile industry) and construction. Together, these three sectors account for nearly three quarters of Cambodia's GDP.

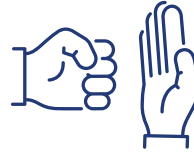


33%

A gap of 33% between income men and the one women.

According to the Ministry of Tourism, the number of foreign visitors to Cambodia dropped by 80% in 2020 with only 1.28 million visitors. In 2021 there were 196,495 tourists to Cambodia. The country recorded only \$184 million in international tourism revenue in 2021, an 82% drop from \$1.023 billion in 2020.

The tourism and travel industry accounted for 1.8% of gross domestic product (GDP) in 2021, down from 3% and 12.1% in 2020 and 2019 respectively. In 2021, traditional growth engines, such as the clothing



93%

of Cambodian women aged 15-49 have experienced sexual violence.

and agriculture sectors, continue to support the economic recovery. The electrical, electronic and vehicle manufacturing industries are gradually emerging, while the agri-food industries are expanding.

The services sector, particularly the travel, tourism and hospitality industries, is improving more slowly, initially supported by local demand. Construction activity, particularly real estate, housing, which was booming in the pre-pandemic period remains sluggish. ■

→
The necessary
sanitary
measures
have been
put in place in
Sala Bai.



Agir pour le Cambodge

Highlights of the year



Sept. 2020

Implementation of
health protocol and
social distancing



Sept. 7th 2020

Resumption of online
courses for the students
of the 18th promotion



Sept. 28th 2020

Major donors conference
with Nicolas Baverez



Sept. 28th 2020

Authorization for the reopening
of Sala Bai by the authorities



Nov. 2020

Launch of the training in sustainable agriculture through the development of the vegetable garden with the Camborea association.



Nov. 30th 2020

Government decision to close schools in Siem Reap and Phnom Penh for health reasons



Dec. 17th au Jan. 3rd 2020

Run by Sam McGoun, president of Touch Sala Băi, 1 850 km for 1 850 students



Nov. 30th au Dec. 30th 2020

Distance learning



Dec. 21st 2020

Beginning of internships for group B students. First time that internships take place outside Siem Reap. Places as Battambang, Kratie, Koh Song Saa or Phnom Penh



Dec. 24th-25th 2020

'Elephantastic Xmas dinner' with Sala Băi students at the Kulen Elephant Forest



Jan. 11th 2021

Reopening of schools authorized by the Cambodian authorities



Jan. 14th-15th 2021

Visit to the Khmer Foundation for Peace, Justice and Development, which is heavily impacted by the pandemic



Mar. 22nd 2021

School closes but thanks to the agreement of the Cambodian authorities the students can stay in the boarding schools



Feb. 2021

Internship for group A students



Jan. 18th 2021

Start of recruitment of the 19th promotion



Jul. Sept. 2021

Emergency aid for the students' families financed by Touch Sala Bai



Jul. 12th-16th 2021

Graduation ceremonies



Sept. 7th 2021

Support for disadvantaged people in Siem Reap



Sept. 20th 2021

The 19th class starts a new 2-year distance learning course



Oct. 9th 2021

Gastronomic dinner to benefit Sala Baï in Moutiers sur le Lay in Vendée province



Oct. 2021

Recruitment of 61% of the students of the 18th promotion at a starting salary of 136 \$USD



Nov. 22nd 2021

Reopening of the school



Nov. 9th 2021

Camborea replaced by Agrisud International for training in sustainable agriculture



Oct. 21st 2021

Sala Baï wins the Mekong Experience 2021 showcase for Cambodia



Dec. 2021

Partnership with the Angkor-Japan Friendship Hospital for weekly medical consultations for Sala Baï students



Dec. 1st 2021

Gastronomic dinner to benefit Sala Baï at the Intercontinental restaurant in Paris



Dec. 20th 2021

Opening of Sala Baï training restaurant and hotel

→
Students follow the health protocol
during their shift

↓
Social workers distribute
hydro-alcohol gel to students
for the start of the 2021-2022 school year



↑
Wearing a mask is mandatory
in the kitchens of Sala Bai





Agir pour le Cambodge

Presentation of the Sala Bai Hotel School

Professional training

Sala Bai is a Hotel and Restaurant school created in 2002 and based in Siem Reap, the second major city in Cambodia, located between the Tonle Sap Lake and the wonderful temples of the city of Angkor. The Training enables young Cambodians from underprivileged families to have access to 5 different hospitality trainings:

-  Cooking
-  Restaurant
-  Front office
-  Housekeeping
-  Beauty therapy

In November 2020, the core curriculum was enriched by a training course on sustainable agriculture provided by the Cambodian association Camborea. The program is based on theoretical and practical learning of a trade (66% of the training) and general education accompanied by the development of soft skills (34% of the training).

The students work in the training hotel, restaurant and spa of Sala Bai school. They also put their knowledge and skills into practice during internships with the school's partners. Due to the pandemic and the closure of hotels because of the lack of tourists, the internships did not take place at the same dates as in previous years. In addition, the school's director and staff worked hard to find internships throughout Cambodia. The school's reputation has been strengthened as a result.

Students' training is complemented by theoretical classes and general education through which they acquire and improve their English, mathematics and digital skills. Finally, every week, workshops are organized on various themes such as gender-based violence, gender equality, responsible consumption, environmental protection, health, etc.

All students at Sala Bai are from underprivileged families



34%

**general education accompanied
by the development of soft skills**



66%

**theoretical and practical
learning of a trade**



and 70% of them are girls. The training of young men and women and their access to decent work can improve the living conditions of the whole family and enable a younger brother or sister to have access to education. Moreover, since 2015 more than 1/3 of the students have come from border regions with Thailand where human trafficking is higher, showing the willingness of *Agir pour le Cambodge* to work against this major issue.

**Every week, workshops
are organized on
various themes such as
gender-based violence,
gender equality,
responsible consumption,
environmental
protection, health, etc.**

The implementation of health measures and social distancing rules

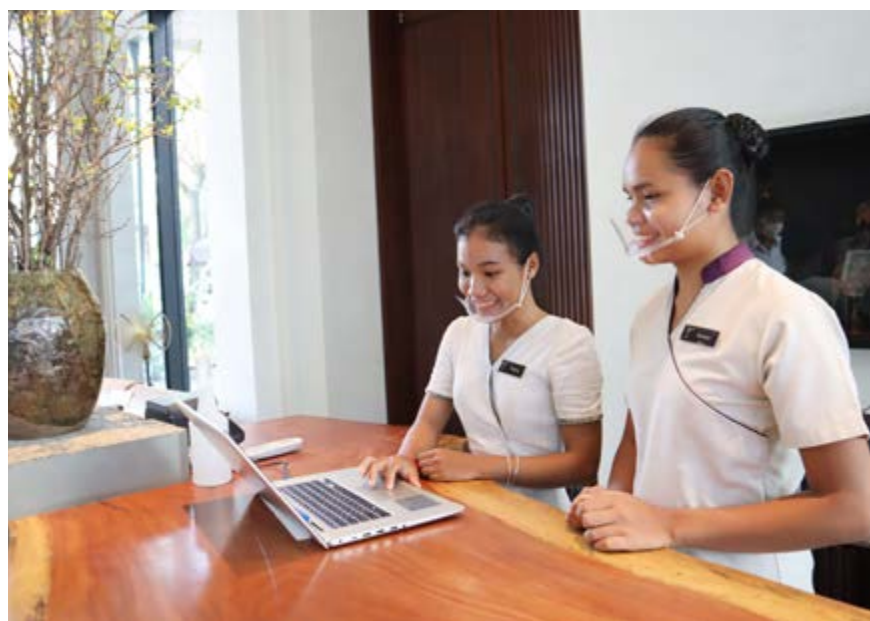
The years 2020 and 2021 were marked by the implementation of sanitary protocols as well as a reorganization of the school, the boarding schools and the canteen in order to be able to reopen Sala Baï. These protocols have been checked and validated by the authorities. On the first day of school, September 28th, 2020, the doctors from The Lake Clinic made the students aware of the new school and boarding facilities and answered all their questions.

In order to respect the established protocol and ensure social distancing, the promotion is divided into two groups. The first group works in the school in the morning and in the boarding school in the afternoon,

and the second group does the opposite. Mealtime have also been organized with two services in the canteen and two services in the dormitories. The boarding rooms had to be rearranged so that each student had his own bed and individual mosquito net. Two rooms were freed up to accommodate potential COVID-19 patients. Each student was given two washable and reusable cloth masks and a protective visor.

Despite all these measures taken in the country, the spread of the virus has led to a travel ban between provinces, the introduction of curfews, a succession of school openings and closures, etc. A major vaccination campaign has been launched in 2021. ▀

↓
Wearing
a mask is
mandatory at
the reception



Sala Bai and the sustainable development goals

1 NO
POVERTY



“100% of the students at Sala Bai are coming from very disadvantaged families. Their training enables them to improve their living conditions and those of their family.”

4 QUALITY
EDUCATION



“A hospitality vocational training certified by the ASEAN (Association of South-East Asia Nations).”

5 GENDER
EQUALITY



“72% of the students are women. All students are educated to gender issues.”

8 DECENT WORK AND
ECONOMIC GROWTH



“100% of the students are hired within 4 to 6 weeks following their graduation.”



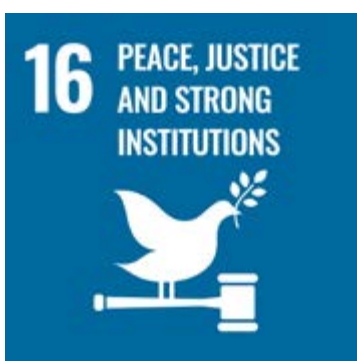
“The graduates enter the middle class after an average of 4 years of employment.”



“Students are contributing to resources preservation and sustainable consumption.”



“The school is raising awareness about agroecology.”



“The school supports students for their professional integration to fight human trafficking.”

→
Wearing masks and social distancing
at school are key to fighting the pandemic.

↓
A cooking teacher shows a new dish
to the students at Sala Bai.



↑
Students follow distance
learning courses from their phones



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The 2020-2021 promotion

The class of 2020-2021 entered in a complicated context, with online courses for the majority of the academic year and the closure of the application structures.

The reasons for maintaining the course for a second year

The maintenance of the 2019-2020 promotion for a second year at Sala Băi was voted by the Board of Directors on 20 April 2020 for two main reasons.

- Following the government's closure of all schools in the country, students had to return to their families in March 2020. They had online courses between March and August 2020. As a result, they were unable to acquire the skills required for the ASEAN-certified Sala Băi diploma, despite the commitment of the teaching staff

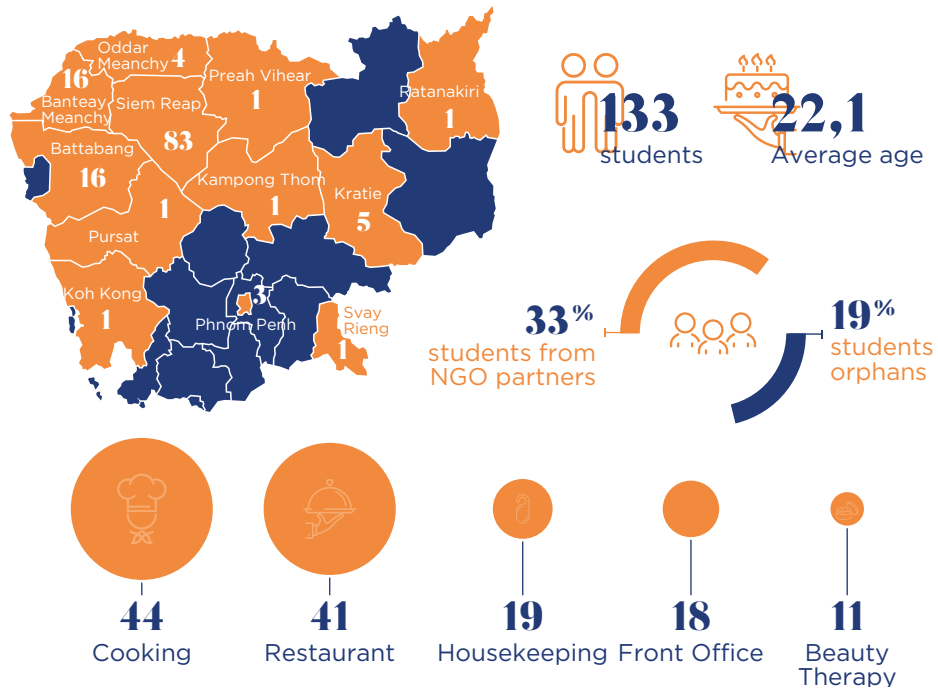
and the motivation of the students. It seemed unthinkable to put young people with incomplete qualifications on the labor market.

- Due to the Covid and its impact on the tourism sector, the young people trained at Sala Băi would have arrived in September 2020 in a labor market with very few perspectives. A majority of them would have been forced to return to their villages or to work in Thailand and would have returned to their original situation..

The Students

The team of five social workers worked hard to raise awareness among the students' families of the importance of sending their child back to Sala Bai

for a second year. 90% of the students of the promotion of 2019-2020 returned, thus 133 students out of 150.



←
90% of the students in the class of 2019-2020 have returned to the school

A year of adaptation

1. Adaptation to the new economic context

The launch of training in sustainable agriculture

In order to diversify the skills and opportunities of the students in a context of collapsing tourism, a training course in sustainable agriculture was launched in November 2020 in partnership with the Camborea association, a Cambodian NGO specializing in agro-ecology, food self-sufficiency and the preservation of Cambodia's natural heritage in plants and vegetables. An 850 m² plot of land adjoining the dormitories was developed into a vegetable garden in October.

This training is part of the core curriculum of the Sala Bai training to:

- Diversifying students skills and career opportunities;
- Ensuring a healthy and varied diet for students;
- To raise students awareness of resource management and soil conservation;
- Providing the training restaurant with sustainable food products;
- To make students actors of change at the environmental level by sensitizing their families (90% of them rural)

→
The beginning of the development of the garden near the school into a vegetable garden





90%

**of the promotion of
2019-2020 returned, thus
133 students out of 150**

to new agricultural practices and the hotel and catering sector, where the vast majority of students will work, to the supply of sustainable agricultural products.

Conducting courses outside Siem Reap in places where there is a local demand

The crisis in the hotel industry has forced the Sala Bai team to approach hotels all over the country to find internships for each student, which has led to a greater outreach of Sala Bai especially to the hotel industry in Phnom Penh, Battambang and Song Saa Island, where there is a local demand.

90% of the class was able to complete a training course before the school closed again on March 22nd.



90%

**of the class was able to
complete a training course
before the school closed**

Supporting young people in defining their career plans

In a very changing context where tourism jobs are temporarily much less attractive, it seemed important to show Sala Bai students all the horizons offered by the training they received at the school, both in terms of the know-how and interpersonal skills they acquired and the level of English they achieved. Possibilities World coaches, who have been running a personal development program for students since 2017, have been setting up personalized career guidance interviews. The objective is to identify the skills of each student and to broaden the field of possibilities by showing them all the possibilities offered by the training.







↑
Students learned how to make homemade pasta.

→
Even when the application restaurant,
hotel and spa are not open to the public,
students practice with fake clients.





Adaptation of the students professional opportunities: diversification of companies recruiting students

In a more complicated economic context, the social workers have multiplied contacts with hotel establishments and companies in new sectors to describe the skills of the Sala Baï students and put them in new sectors: sales jobs, stock management, etc. Two months after graduation, 61% of the students in the graduating promotion were placed at an average salary of USD 136, the same as the promotion that graduated before the pandemic.

Two months after graduation, 61% of the students in the graduating promotion were placed at an average salary of USD 136, the same as the promotion that graduated before the pandemic.

2. Adaptation to the opening and closing periods of the school

If the online training is rapidly set-up in September 2020, then in November 2020 and finally in March 2021, the fact remains that the openings and closings of the school require a great deal of work to raise awareness among students and families of the importance of continuing the training. Indeed, families put pressure on their children to return to their villages, often associating urban areas with Covid. This resulted in a

feeling of mistrust. The social workers reassured them that the students remained in the dormitories and had no contact with the outside world. At the same time, the social workers made the students aware of the importance of continuing their education and not returning home to avoid too much mixing of the population. The Sala Baï team feared that students who had decided to go home would not return to school.



Online courses from boarding schools

Due to the Covid, Sala Bai school had to close in November 2020 and again in March 2021. The students continued their online training from the dormitories. In order to keep the students motivated, a reflection was carried out to make the online courses more innovative. English language classes were held every day, technical classes were held 3 times a week and on Fridays students had to send videos of their assignments to their teachers. The online courses continued until July 2021.

The improvement of more interactive teaching methods

In order to encourage interactivity in lessons, in September 2020, a pedagogy coach worked with the teams on the organization and preparation of a lesson but also on the identification of problems encountered in class in order to provide solutions. The focus was on more interactive and entertaining methods. To achieve this, teachers had to create their first lesson plans which allowed a regular follow-up of the subjects taught, thus providing better coordination between the technical teachers and the English teachers. An evaluation and follow-up of the teachers was also put in place throughout the year.

A year of solidarity

1. New support for students' families

Due to the impoverishment of rural areas as a result of the global pandemic, new emergency aid was released in July 2021 for three months for the families of the Sala Baï students (90% of them live in the countryside). It consisted of financial aid of US\$40 per month and packages of basic necessities worth US\$40 per month.

Agir pour le Cambodge would like to highlight the great investment of the teams in the field as well as the unfailing logistical support of *Enfants du Mékong*, without which these food distributions could not have taken place in a country where travel restrictions are not only numerous, but also very progressive.

2. Support for disadvantaged families in Salakamroeuk district

The people of Siem Reap, whose main source of income is tourism, have suffered from the economic consequences of the pandemic. In response to an emergency appeal from the commune and to fight extreme poverty, the school donated 6 tons of rice to help

591 disadvantaged families in Salakamreuk commune (the part of Siem Reap on which the school is built). In the presence of the commune chief. The Sala Baï team members went to distribute the rice to these families on September 7th 2021.

→
The donation
of 6 tons
of rice
provided by the
school to the
commune of
Salakamroeuk



A year of recruitment

In January 2019, young people had applied to Sala Baï to enter the school in September 2020. Due to the 2019-2020 promotion being held back an extra year because of the long months of school closures, these young people were unable to enter Sala Baï in September 2020.

Thus the 240 young people who applied in January 2019 were the main priority in the recruitment of the 19th promotion. The workers contacted them to see if they agreed to follow the new 2-year course. 120 of them agreed to join the school in September 2021, the others refused because they preferred

to keep the job they had found and thus support their families.

To permanently accept these young people into the school, social workers must visit their families to ensure that they answer the social and economic criteria. This recruitment was a real challenge because of restriction travel, family visits only started on July 19th 2021, usually between April and June. A lot of work had to be done to raise awareness among the teams so that the social workers would agree to travel (fear of the virus).

94 students were selected and started their training in September 2021. ■



←
The Interview
of a young
Cambodian girl
who wants to
join the school
in 2020-2021



→
The 94 students who were selected and started their training in September 2021.

↓
The arrival of Charlotte Rio, in charge of the business games workshops of the entrepreneurship programme.



↑
first opening of the restaurant to the public on 25 February 2022



↑
kitchen students and their teacher harvest fruit and vegetables from the garden for new recipes



Agir pour le Cambodge

The 2021-2022 promotion: 94 students for a two-year course

The reasons

To diversify the students' professional opportunities and ensure that they would continue to have a positive impact on their families through their professional integration, the Sala Bai curriculum was enriched with training and support for entrepreneurship.

The course will be completed in two years with a graduation date in 2023.

The first year of the new curriculum includes

- earning a hotel trade,
- a common core of training in sustainable agriculture provided by the organizations Agrisud and Green farmers,
- Awareness of entrepreneurship: students in groups of 4 will have 6 months to set up a fictitious company through role-playing: business games. They will all be accompanied

by a trainer to set up this project,

- English language training.

The 2nd year will be devoted to:

- strengthening of English Language,
- new complementary training modules for the hotel industry,
- entrepreneurship training,
- a deeper understanding of sustainable agriculture and the processing of agricultural products.

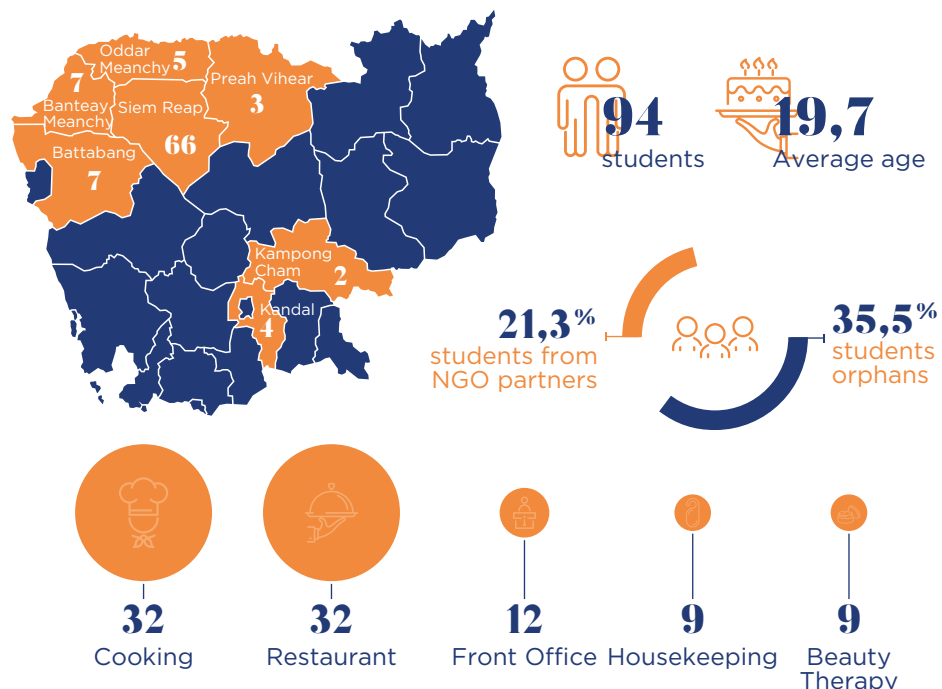
Students who wish to do so and who have an entrepreneurial project will be able to devote themselves entirely to this project at the beginning of the second semester of the second year. This support is an integral part of the entrepreneurship training provided at Sala Bai. The students will still be at school

and will be supported both technically and psychologically. This support will be provided by GRET, Possibilities World, social workers and trainers, as well as by partner entrepreneurs in the sector chosen by the student.

As Sala Baï mission is only completed when 100% of the students are integrated into

the labor market and due to the economic context, it was decided to recruit 100 students instead of 150 for the 2021-2023 promotion. 70% of the students are still women because of their greater vulnerability to human trafficking, their greater difficulty in accessing stable jobs and the existing gender inequalities in Cambodia.

The Students



A year of recovery

1. Sustainable agriculture with Agrisud

In November 2021, Camborea was replaced by Agrisud International and their organization Green Farmers. From theory to practice,

the students divided into groups, will all have two hours of training in the garden per week.

2. Reopening of the application structures

Following the permission given by the Cambodian authorities, the teams and students of Sala Bai had the great pleasure to see the training restaurant, hotel and spa of Sala Bai re-open their doors from December 2021. These long-awaited re-openings took place in 3 stages.

The training restaurant and hotel reopened first of all for the students and teachers to work

and prepare themselves to welcome the customers in the best conditions. The students in the service and cooking classes worked with their teachers on different menus: an Asian menu, a Western menu and a vegetarian menu. On December 20th 2021, after 9 months of closure, the Sala Bai training restaurant and hotel opened to the public.

3. Strengthen medical support

The health of the students, especially in these times of pandemic, is a great concern for the teams. A partnership has been established with

the Angkor-Japan Friendship International Hospital. This means that once a week, a doctor and a nurse hold a consultation at the school. ▀

→
Preparing the
students for
the reopening
of the
restaurant



Focus 01

Sala Bai: a green school

Environmental protection and resource management are key aspects of the Sala Bai program. In order to raise awareness of ecological and sustainable development issues among Sala Bai students, a number of initiatives have been put in place. These include:



Sustainable agriculture

- Introduction to sustainable agriculture in the school garden with Agrisud
- Supply of sustainably produced agricultural products to the training restaurant
- Using kitchen waste to make compost



Environmental protection

- River cleaning by students
- Tree planting
- Raising awareness on water waste



Energy

- Use of energy-saving light bulbs in the installation
- Study to install solar panels on the roofs of the dormitories



Zero plastic target

- Raising awareness of suppliers to deliver products and food in recycled fabric bags provided by the school
- Distribution of a metal water bottle to each student at the beginning of the year



- Tea, coffee, sugar and herbal tea in glass jars and without packaging in hotel rooms
- Use of bamboo straws in Sala Bai restaurant
- Distribution of bamboo toothbrushes in hotel rooms



Recycling

- Resale of cans, cartons and plastic bottles to local recyclers. Profits are added to Tip donations of broken bottles and glasses to GAEA (Global Action for Environment Awareness), a local recycling company
- Resale of used cooking oil sold to Senton Green Recycling (Cambodia), which converts it into biodiesel. This diesel is used to power our generator



Support for short circuits

- Supplying the canteen with seasonal fruit and vegetables from eco-responsible farms and the kitchen garden
- Procurement of the training restaurant from local producers



Use of natural products

- Homemade hot compresses and scrubs used in the spa of the training hotel by the students and their trainers
- Shampoo, shower gel and liquid handmade in Siem Reap



Focus 02

Environmental and societal actors of change

To raise awareness of social and environmental issues among Sala Baï students, the social workers propose that outside speakers lead workshops. Among the many topics covered:



Environment

- Waste management/recycling workshop with GAEA
- Plastic awareness with Only One Planet



Public health

- First aid workshop in exchange
- Awareness on contraception, sexual and reproductive health
- Anatomy workshop with a physiotherapist
- Menstrual and sexual awareness with Project G



Fight against trafficking

- Awareness on contraception, sexual and reproductive health
- Awareness on police, drug and traffic rights and prevention







Agir pour le Cambodge

The Khmer Foundation for Justice, Peace and Development (FKJPD)

Agir pour le Cambodge has supported the Foundation since 1994. Its home in Battambang accommodates 38 children.

4 objectives

- To help these children and young people to succeed in their schooling by offering them support courses in Khmer, foreign languages, mathematics and science.
- To give them a sense of responsibility by making them contribute to the daily collective tasks but also to agricultural work.
- To transmit the culture of their country by learning traditional songs, dances and music.
- Rebuild a stable environment for these children.

On January 14th and 15th 2021, two members of the Sala Baï team visited the Khmer Foundation for Peace, Justice and Development. The children's home has recently moved from Sre Ampil to Battambang. It includes:

- a canteen
- dormitories for girls
- dormitories for boys, a central building (office, pharmacy, accommodation)
- a building for "guests", including volunteers
- a football field
- vegetable gardens
- access to rice fields, which allows the center to be self-sufficient in rice all year round

The home is managed by a former resident, Mr. Veuk CHUM. Due to COVID-19, the home is no longer authorized by the government to accept new children. A doctor is seconded once a week and comes to the center for medical consultations. ■



The home and garden of the Khmer Foundation for Peace, Justice and Development

Organization chart

Agir pour le Cambodge, Paris, France

1. Permanent staff

Anne-Charlotte GOUPIL
Director

Corentin MARTINIAULT
(September 6, 2020/July 5, 2021)

Lilas LEYRAT
(13 December 2021/12 June 2022)

2. Board members

Claude COLOMBIÉ
President

Nicolas FLOQUET
Treasurer

Stéphane BAVEREZ
General secretary

Emmanuelle DETHOMAS
Relations with Cambodia

Félicité OGERAU
Human resources

Elisabeth Roure
Assistant Treasurer

3. Administrators

Sokmeng CHUM-MAM

Christian BLANCKAERT

Martin GENTIL

Philippe GLOAGUEN

Fabien HUBSCH

Jacques HYBERT



Régis MARCON

Élisa O'NEILL

Marie YEN



Renaud FICHET
School Director

ADMINISTRATIVE	ACCOUNTING DEPARTMENT	COMMUNICATION & MARKETING DEPARTMENT	CANTEEN	LAUNDRY	MAINTENANCE & SECURITY
<div><p>Moeurn MAO Administrative assistant</p></div>	<div><p>Christian CAUCHARD Chief Financial Officer</p></div>	<div><p>Emma DUYCK Communication & Marketing Manager</p></div>	<div><p>Pov LENG Canteen cook</p></div>	<div><p>Sophea SAUT Laundry attendant</p></div>	<div><p>Sambath SEM Maintenance</p></div>
<div><p>Ratha ROUM Accounting assistant</p></div>	<div><p>Sophy SOK Communication officer</p></div>	<div><p>Sokunthea TES Canteen cook</p></div>	<div><p>Chanry CHOUN Laundry attendant</p></div>	<div><p>Boi KHIN Security guard</p></div>	
				<div><p>Phon DUCH Laundry attendant</p></div>	<div><p>Sien SEK Security guard</p></div>
				<div><p>Ra THIN Laundry attendant</p></div>	

Social workers department



Kimsong TORK
Head of Social workers



Sophal SAUT
Social Worker



Sophanna VEONG
Social Worker



Sreyratt CHAB
Social Worker



Kimsea CHEAK
Dormitory Resident



Kimcheang VEOUN
Dorm Security Guard



So PHON
Dorm Security Guard

Mentor team



Kley BAN
F&B Services



Penh PECH
F&B Services



Hoeurm HUN
Cooking



Sreyleak TOCH
Cooking



Sokoem KEN
Beauty Therapy



Narim OUM
Housekeeping















Liny PHON
Front Office

Training department



Sokha CHAN
Training manager

FRONT OFFICE	HOUSEKEEPING	RESTAURANT	COOKING	BEAUTY THERAPY	ENGLISH DEPARTMENT
<div>  <div> Sovy LACH Front office Trainer </div> </div>	<div>  <div> Samnang YOU Housekeeping Trainer </div> </div>	<div>  <div> Sokhy CHEA Restaurant Trainer </div> </div> <div>  <div> Chanthorn HEN Restaurant Trainer </div> </div>	<div>  <div> Chamroeun DAM Head of Cooking Trainer </div> </div> <div>  <div> Mai YEI Cooking Trainer </div> </div> <div>  <div> Chanthoeurn CHOEU Cooking Trainer </div> </div>	<div>  <div> Chantha KONG Beauty Therapy Trainer </div> </div>	<div>  <div> Roeun ROUN Head of English teacher </div> </div> <div>  <div> Sabine TOURTELLIER English Coordinator </div> </div> <div>  <div> Phaneth PHAN English teacher </div> </div> <div>  <div> Songha THIM English teacher </div> </div>



Financial report

The Extraordinary General Assembly of August 30st, 2021 changed the closing date of the fiscal year of *Agir pour le Cambodge*. This last one, previously based on the dates of the school year, is based on the dates of the calendar year from January 1, 2022. Indeed, at the request of the Cambodian authorities, the accounts of structures such as Sala Baï must now be audited locally and on a calendar year basis. To capitalize on the Sala Baï audit, APLC's accounts are also audited on a calendar year basis as of January 1st, 2022. Therefore, the current fiscal year covers September 1st, 2020 to December 31st, 2021 and therefore covers 16 months. The 2019-2020 fiscal year covered 12 months from September 1st, 2019 to August 31st, 2020.

Simplified balance sheet

Tab1. Assets

Assets	31/12/2021 Net	31/08/2020 Net
Tangible fixed assets	653 929	777 240
Financial fixed assets	671 931	662 680
TOTAL I - Fixed assets	1 326 870	1 439 919
Stocks and unpaid invoices	2 638	
Other current assets	4 996	14 997
Cash and cash equivalents	584 158	755 641
TOTAL II - Current assets	591 792	770 637
GENERAL TOTAL	1 918 661	2 210 557

Tab2. Liabilities

Liabilities	31/12/2021 Net	31/08/2020 Net
Own funds	1 817 469	2 067 429
Other current liabilities	24 678	102 374
Deferred income	-	-
Currency translation adjustment loss	76 514	40 754
GENERAL TOTAL	1 918 661	2 210 557

Expenditures

Fig1. Use of funds 2020-2021

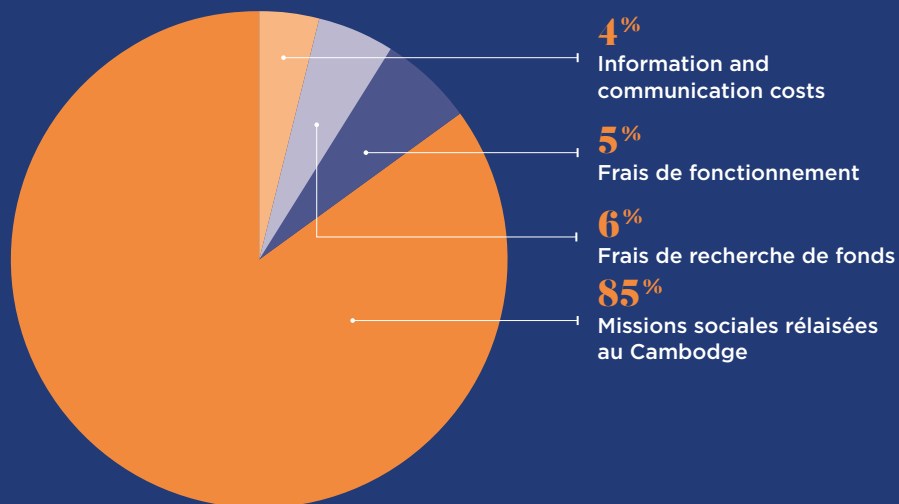
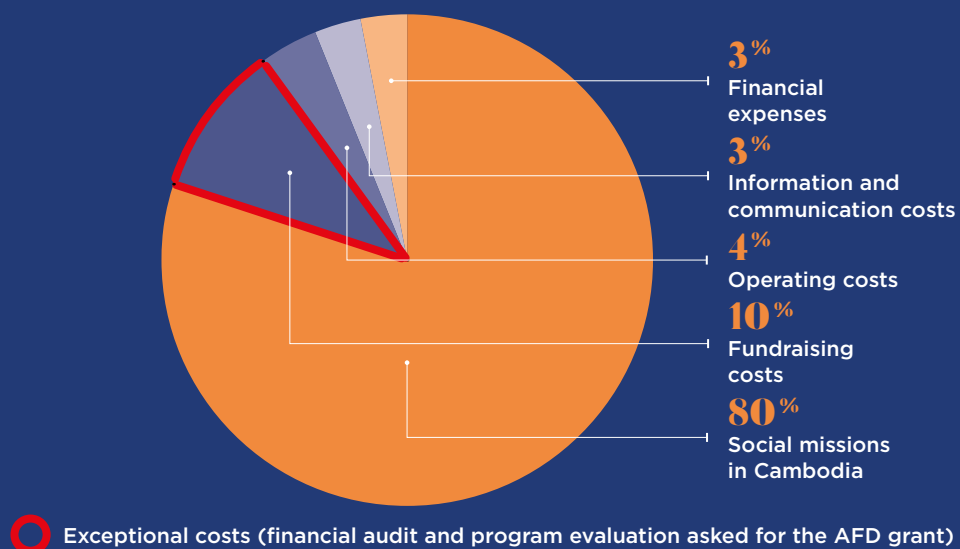


Fig2. Use of funds 2019-2020



Resources

Fig3. Use of funds 2019-2020

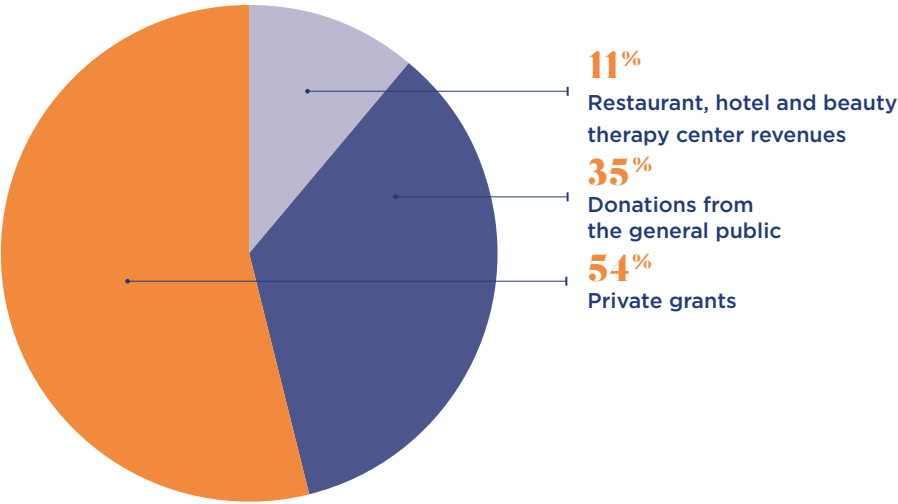
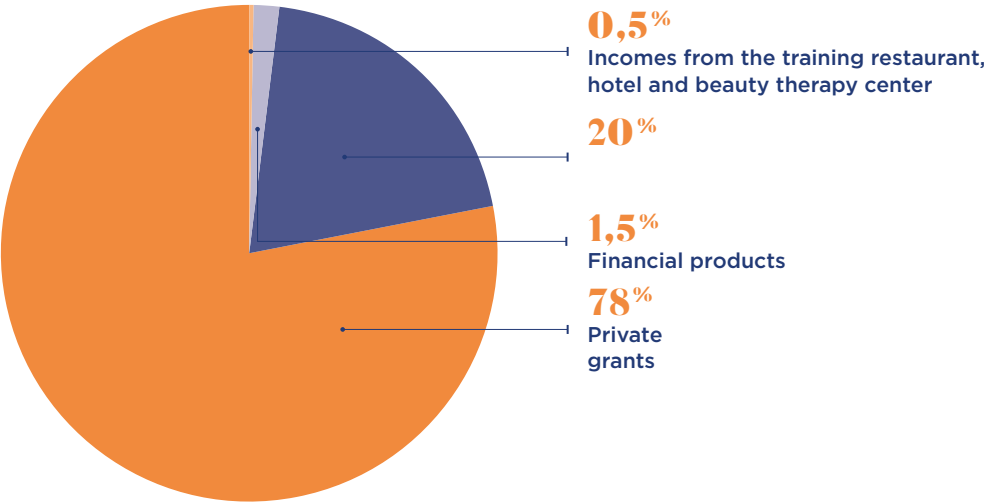


Fig4. Use of funds 2020-2021





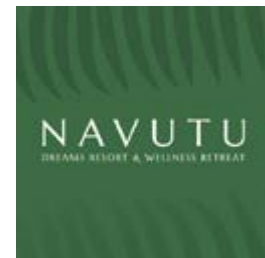
Agir pour le Cambodge

Acting for Cambodia's partners

1. Financial partners: companies, foundations and partner organization



2. Hotel establishments



3. NGOs placing students at Sala Bai



ជួយស្ត្រីដើម្បីឆ្លើយតប
Helping Women Help Themselves



Thank you



AGIR POUR LE CAMBODGE
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