



Legal Aid of Cambodia

Annual Report

General Legal Aid - Expansion Capacity Building and Sustainability

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ACKNOWLEDGMENT

We are writing to express our deepest thanks to The Wheeler Foundation for kindly providing Legal Aid of Cambodia a grant in the amount of \$85, 000 for 2013.

The financial support received from The Planet Wheeler Foundation has enabled Legal Aid of Cambodia to continue its mission in providing quality legal aid services to the poor and has played a key role in the successes our programs have accomplished this year. In addition to the provision of legal aid, this grant has strengthened LAC's ability to advocate for legal and judicial reform, which has led to greater improvements in access to justice and rule of law in Cambodia.

It is impossible to fully express our gratitude to The Wheeler Foundation for their support and loyalty. It is our hope that our continued partnerships will lead to further successes and achievements.

Sincerely,

Mr. Saray, RUN

Executive Director

Legal Aid of Cambodia

EXECUTIVE SUMMARY

Dear Readers,

It is our pleasure to invite you to read the semi-annual report. During the reporting period, LAC has continued to provide quality legal aid to those that are unable to afford legal representation. LAC has also continued to advocate for the promotion and protection of human rights in Cambodia and has raised awareness of human rights and the law in our target communities.

In addition to the provision of legal services, LAC has pursued ongoing efforts to improve the capacity of the organization, including staff development, technical capacity, and organizational governance. This year, LAC worked to improve its website, database system, and PC system by hiring an IT consultant to evaluate the system and give recommendations for improvements. In addition, LAC provided training to staff in various forms, including in house training at LAC's head office in Phnom Penh, sending staff members to training sessions facilitated by other organizations, and through attendance at international events.

In order to improve the efficiency and effectiveness of Legal Aid of Cambodia, a new and comprehensive evaluation policy was created, which includes a more detailed process of the executive director's evaluation. This new policy was approved at the last Supervisory Board meeting on June 28, 2013 and will be used in the next evaluation process that is taking place right now and will be finished this month.

Supervisory Board meetings and general meetings continue to be an integral component in ensuring the efficiency and effectiveness of the work completed at LAC and continues to become more and more important. Meetings have focused on enhancing management, consolidating workflow, and ensuring streamlined operation of LAC's programs and projects. Meetings have also focused on the development and strengthening of LAC's networks to improve information sharing and the quality of services available.

Improvements were also made to several of our projects. The General Legal Aid Program was expanded to include the additional province of Sihanoukville and this project was reopened in Phnom Penh. The Child Justice Program and the Women's Justice Program have also made great strides and at this time we are working on proposals to the European Union whose support would secure planned improvements.

ORGANIZATIONAL INFORMATION

Name & address

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ABOUT LEGAL AID OF CAMBODIA (LAC)

The Legal Aid of Cambodia project promotes its vision for a just and fair Cambodian society by ensuring the poor and vulnerable are given access to legal aid and are made aware of their rights. LAC's work is founded on the belief that a vast majority of Cambodia's poor people involved in legal disputes are victims of human rights abuse. Law enforcement officials often ignore the law and arrest people without incriminating evidence or arrest warrants, while prosecutors and judges regularly violate procedural safeguards and the elementary rights of both the defendant and the victim. This phenomenon is in large part due to widespread corruption throughout the legal system, and the lack of an independent judiciary.

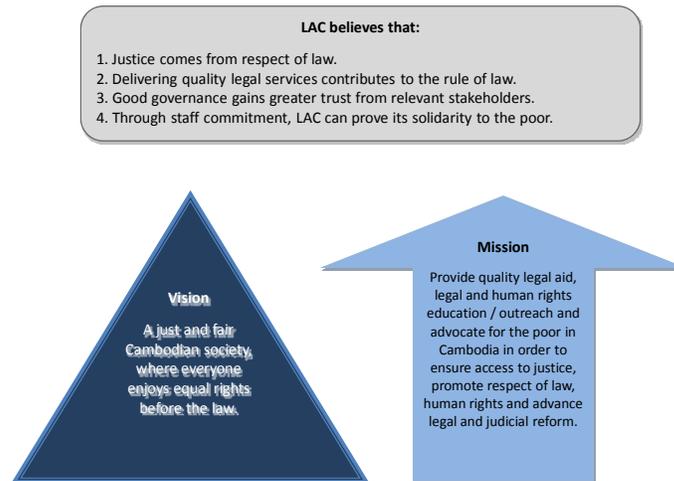
Founded in 1995, LAC is now the largest non-governmental legal aid organization currently operating in Cambodia. It employs 76 staff members, 25 of whom are lawyers, and takes on over 1,600 cases a year. LAC is the only legal aid organization to maintain a significant and permanent presence in rural areas, where 80% of Cambodia's poorest population resides. Since its inception, LAC has helped more than 35,000 families by providing pro bono legal aid and through education and advocacy programs.

LAC currently maintains offices in the provinces of Phnom Penh, Battambang, BanteayMeanchey, Siem Reap, Kampong Cham and Kampong Thom, Pailin, Prey Veng, Svayrieng, and Sihanoukville provinces. The head office in Phnom Penh includes four specialized programs: the Child Justice Program, the Land Law Program, the Women's Justice

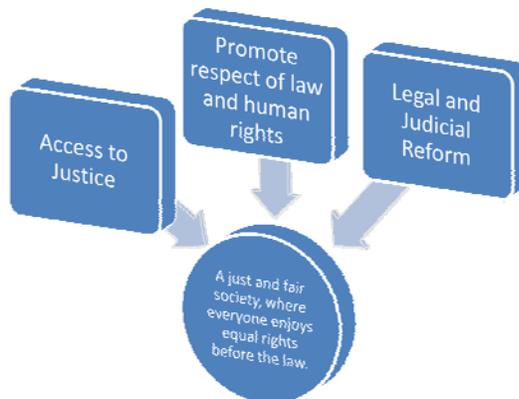
VISION/MISSION STATEMENT

Legal Aid of Cambodia (LAC) envisions a just and fair Cambodian society, where everyone enjoys equal rights before the law. LAC's mission is to provide quality legal aid and human rights education to the poor people of Cambodia. The LAC wants to ensure access to justice, promote respect for the law and human rights and advance legal and judicial reforms.

LAC Vision and Mission



Strategic Objectives



LAC PROGRAMS:

.Under LAC's Strategic Plan 2012-2016, there are four main programs:

- General Legal Aid
- Land Law Program
- Child Justice Program
- Women Justice Program

GENERAL LEGAL AID PROGRAM

LAC's General Legal Aid program provides legal representation free of charge to Cambodia's poor wherever need arises and resources permit. Specialist projects are also housed with the General Legal Aid program.

Specialist Projects operating within the General Legal Aid Program:

(a) Projects legal Aid for detainees waiting for appeal proceedings

LAC works with inmates in Phnom Penh's prison and other correctional centers in provinces, whose case is undergoing appeal procedures. Appeal cases are subject to a significant backlog and LAC works with court & prison officials to bring cases to a just and timely conclusion. This project is funded by UNOHCHR. LAC lawyers represented a total 60 of detainees who were waiting for appeal court hearing in the prison over the period of detention allowed by law. LAC lawyers also work with court of appeal and other provincial courts to ensure that the detainees in prisons have proper documents, final judgments and other court orders related to their detentions. Furthermore, LAC Lawyers work with court both lower and upper level to ensure that the appeal complaints have been properly lodged and referred to appeal court. There are a lot of cases, based on UN statistics that most of the detainees longer wait for appeal process do not know how their case are going on. How long they are sentenced to jail and there are any documents about the cases. Some detainees wait over the period of the original sentence pronouncing by trial court.

Table 1

Legal representation(January 2013-December 2013)

Number	Open Cases	Closed cases	Result Just	Unjust	Remain cases
304	304	243	50	193	61

(b) Khmer Rouge Tribunal (KRT)

The Khmer Rouge Tribunal (officially known as the Extraordinary Chambers in the Courts of Cambodia) was established to hold to account the senior leaders of the Khmer Rouge regime. LAC provides free of charge legal service to victims of the Khmer Rouge regime who wish to be acknowledged as civil parties to the proceedings. This project is supported by GIZ. The project and LAC lawyers represented the 1217 civil party clients in case 02/1. The case 02/1 was tried in July 2013 and court will issue it verdict in 2014. There is a possibility that a case 02/2 will be taken place in 2014.

Table 2

Legal representation(January 2013-December 2013)

Number	Open Cases	Closed cases	Just Result	Unjust Result	Remain cases
2	2	1	1	0	1

(c) Legal Aid for Detainees’ (LAD) Model Courts Project

LAC provides legal aid to those who cannot afford it. LAD advocates to the court and prison officers for detainees’ rights during the criminal process. LAD works regularly with other NGOs to help increase cooperation. LAD cooperates with Vigilance, ADHOC, LICADHO, CHRAC and UNOCHR in the target areas, and these NGOs often request that LAC take on cases they identify. The project is supported by USAID through EWMI and implemented in two provinces of Kampong Cham and Sihanoukville provinces. The project represented the 296 criminal cases.

Table 3**LAD Legal Representation(January 2013-December 2013)**

Number	Open Cases	Closed cases	Just Result	Unjust Result	Remain cases
368	368	202	161	41	166

(d) General Legal Aid for Poorest

This project focuses on providing free legal aid to the poorest clients or their relatives who come often come to LAC to request legal aid and/ or case referrals from partner organizations, other human rights NGOs, and the courts. It is therefore of utmost importance that LAC increase its number of general legal aid lawyers to accommodate the increasing needs of poor Cambodians. LAC lawyers may only provide legal advice and the clients must represent themselves in court. Because trials are likely to be biased towards the rich and powerful, representation by a lawyer is of utmost importance in order to increase the chances of a fair trial. Furthermore, access to legal aid is essential to reduce violent dispute resolution and to promote a lawful democratic society. This project also focuses on providing mass education to youth/ students at secondary and high schools on basic rights and basic law.

This project is funded by the Wheeler Foundation running from January 2013 to December 2013. The project implemented by one lawyer and one legal assistant. During the report period, LAC lawyer has represented 9 high profile cases and conducted 12 session (737 students) of youth education at secondary and high schools in the provinces of BanteayMeanchey (BTM), Kompongthom(KPT) and Siem Reap (SR) where most crimes are often committed by youths.

Table 4**Legal representation(January 2013-December 2013)**

Number	Open Cases	Closed cases	Just Result	Unjust Result	Remain cases
10	10	7	5	2	3

LAND LAW AND NATURAL RESOURCES PROGRAM

Establishing and legally protecting property rights is a significant issue in Cambodia. The situation stems

from the abolition of private property during the Khmer Rouge regime and the subsequent destruction of property records and the displacement of people from their traditional land both under the Khmer Rouge and the following civil war period. Cambodia is now seeking to actively develop its land through the granting of “Economic Land Concessions”. Given uncertainties over property titles, this often leads to disputes over ownership, often between wealthy investors and poor subsistence farming communities. LAC’s Land Law & Natural Resources Program works to protect the interests of poor landholders in land disputes associated with the granting of economic land concessions. From 2012, LAC is broadening its focus to also consider cases involving environmental law, and the miss-use of natural resources including forests, rivers and fisheries. The Land Law Program operates in Phnom Penh. The objective of the Land law program is to extend legal representation, advice and information to disadvantaged groups involved in land disputes. The Land Law Program is grateful for the support it receives from GIZ. During the last six months of 2013, the law program represented communities and assisted the submit petition to government to get land titles. Furthermore LAC lawyers also conducted training to communities, who were evicted or their land are affected by economic land concession or subject to future evecton.

Table 5

Legal representation(January 2013-December 2013)

Number	Open Cases	Closed cases	Just Result	Unjust Result	Remain cases
19	19	2	2	0	17

CHILD JUSTICE PROGRAM

Established in 1997, LAC’s Child Justice Program provides support to both children in conflict with the law and child victims of crime. The Child Justice Program works to protect the rights of children, both under the laws of the Kingdom of Cambodia and also through the United Nations Convention on the Rights of the Child. The Child Justice Program operates in: Battambang, Siem Reap, BanteayMeanchey, Pailin, Kampong Cham, Prey Veng, SvayRieng provinces. Its focus areas include:

Juvenile Justice Law: At present, there is no specific law for dealing with juvenile offenders who are tried in the same system as adult offenders. Over the past few years LAC has worked closely with the Ministry of Justice in the drafting of a new law establishing the procedure for dealing with juvenile defenders. This law is expected to be passed during 2014.

Child Friendly Chamber: Cambodia does not operate a separate court system of juvenile offenders. LAC, along with Children Rights International, has been working with the Ministry of Justice to establish a child-friendly chamber in the Battambang court. This is expected to become operational in 2013 with potential to be replicated in other provinces throughout Cambodia.

Alternative Sentencing: Cambodian law allows for the use of non-custodial sentences. However, no guidelines exist to allow their implementation resulting in many juvenile offenders being sent to prison for minor crimes. LAC has worked with justice officials to establish alternative sentencing mechanisms including diversion programs allow children to avoid prison for minor criminal acts.

Children in conflict with the law: LAC works to ensure that children in conflict with the law are: 1) interviewed by the police in the presence of a parent / guardian or lawyer, 2) not subject to physical or

emotional abuse either by police or while detained at prison, 3) not subject to excessive pre-trial detention, 4) able to receive a fair trial, 5) able to apply for diversion or a non-custodial sentence, 6) offered life-skills training and material support while in prison, and 7) able to be integrated back into society upon release from prison

Child victims of crime: In Cambodia, victims of crime often struggle to bring the perpetrators of crimes to justice to a combination of cultural and social attitudes towards violence against women, a culture of impunity, unfair legal and judicial processes and lack of governmental assistance to victims of this violence. LAC works to: 1) build children’s capacity to protect themselves from all forms of violence, 2) strengthen the capacity of the Family Protection Networks to be more functional, 3) set up Family Protection Networks, 4) form parenting group/caregivers and provide capacity building, 5) increase capacity building on UNCRC, 6) strengthen the functioning of the Child Protection Network and CWCC at the commune level. The Child Justice Program is grateful for the support it receives from: The European Union, Every Child, Save the Children, AusAid, Friends International, UNICEF, Plan International and EWMI.

During the report period, child justice program represented a total of 90 criminal cases and conducted a lot of training and workshops. The good impact from this program is the child friendly court procedure project and diversion system for the child in conflict with law. The starting point is that LAC talked to government, they did not understand until they understand the concepts; and LAC wanted the court to implement, they did not want to implement until they implemented it. For time being, all criminal system including ministry of justice, court, police, prison and other government institute talked about child friendly court and procedure implementation specifically to children in conflict with law. At the end of 2013, Prosecutor- General attached to appeal court issues indirection to all courts to consider child cases as prior cases and use the child friendly procedure.

Table 6

Legal representation(January 2013-December 2013)

Number	Open Cases	Closed cases	Just Result	Unjust Result	Remain cases
194	194	67	45	22	127

WOMEN JUSTICE PROGRAM

LAC’s Women’s Justice Program provides legal representation for both women in conflict with the law and female victims of crime (particularly domestic violence and sexual crimes) to ensure that they can receive justice from the courts through the successful prosecution of their attacker as well as obtaining civil compensation. The Women’s Justice Program also provides community education about the rights of women and campaigns against domestic violence and advocates for the protection of women’s rights as well as training to police, court and prison officials as to the rights of women upon entering the judicial system. The Women’s Justice Program operates in Siem Reap and Kampong Thom provinces.

Its areas of focus includes: 1) reducing domestic violence against women through Pillar of Justice meetings amongst relevant stakeholders, 2) enabling women to escape abusive relationships by making divorce proceedings better understood and easier to implement, 3) ensuring that the procedure for the treatment of pre-trial detainees is better respected and the possibility of pre-trial release is increased, and 4) gain an increase in the percentage of convicted women granted remission, pardon or parole (currently

<5%).

For women in conflict with the law, LAC provides legal representation for women accused of crimes, ensuring that they are subject to correct arrest, interview and detention procedures and can receive a fair trial. LAC provides training on the rights of female detainees is provided to police, court and prison officials. Prison sentences are the ‘default punishment’ for even minor crimes. LAC is working with the Ministry of Justice and the courts to establish procedures for non-custodial sentences for minor crimes.

For women victims of crime, LAC works closely with women victims of crime and where appropriate assists women to press charges against their assailant as well as pursue civil compensation through the court system. Domestic violence and sexual crimes are rife in Cambodia and a culture of impunity can make it difficult for women to bring to justice the perpetrators of these crimes. In an effort to reduce the incidence of domestic violence, LAC also provides community education on the rights of women to be free from violence and assists women in obtaining divorce in order to escape abusive relationships. The Women’s Justice Program gratefully acknowledges the support it receives from GIZ.

Table 7

Legal representation(January 2013-December 2013)

Number	Open Cases	Closed cases	Just Result	Unjust Result	Remain cases
351	351	161	142	19	190

Table 8

Conciliation/ mediation in divorce cases(January 2013-December 2013)

Number	Open Cases	Closed cases	Just Result	Unjust Result	Remain cases
32	32	9	9		23

LAC LEGAL AID SERVICES

STATISTICS ON CURRENT PROJECTS

Table 9

Legal representation by programs(January 2013-December 2013)

Total cases	Open Cases	Closed cases	Just Results	Unjust Results	Remain cases
General Legal	684	453	217	236	231
Land Rights Program	19	2	2	0	17
Child Justice Program	194	67	45	22	127
Women Justice Program	351	161	142	19	190
Total	1248	683	406	277	565

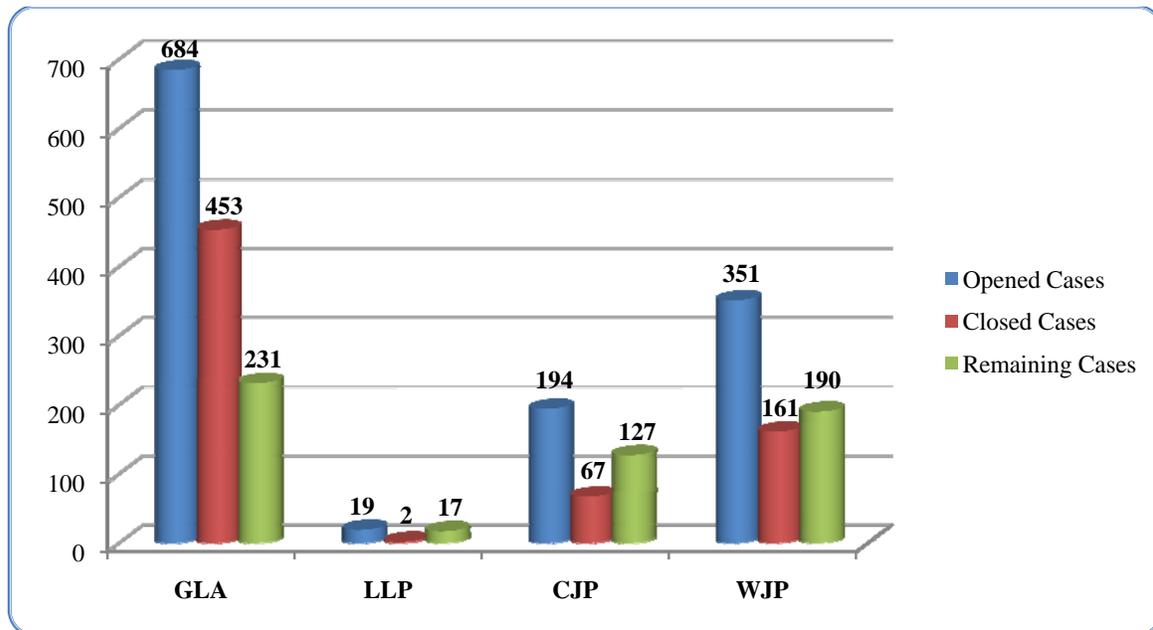


Table 1
(January 2013-December 2013)

Program/Project	Topic	No.of Training/ Workshop	No of Participants	Location
Child Justice Program	Several topics related to legal matter and children	449	10669	-Battambang Province -BanteayMeanchey Province -Pailin Province -Siem Reap Province
Women Justice Program	1. Criminal justice stakeholder meeting. 2. 31 DCWC Network	35	1071	-Siem Reap Province -Kampong Thom Province
Land Law Program	Social land concession, land law and circular 03	10	234	Phnom Penh
General Law Program	Training on law and rights to students	8	451	-BanteayMeanchey Province -Siem Reap Province -Kampong Thom Province

Table 2
July to December 2013

Programs	# Training	# Participants	Who	Location	Topic
Legal Aid for the Poorest	12	737 (406 females)	High school students	BTM,KPT,SR	Rights and basic law principles

Child Justice	312	6159	Community members, commune counselors, polices, and children	SR, BTM, Battambang, Svayreieng, Prey Veng provinces	Right rights, Child protection, child friendly procedures, child labor, and law related to juvenile justice
Land Law Program	6	167	-Community Representatives. -Local authority	Phnom Penh	land rights and land law
Women Justice Program	65	717	Police, court, prison officials, community representatives, network group, commune counselors	KPT, SR, and Pailin provinces	Law against domestic violence, stop violence against women and criminal law related to women.
Total	395	7338 (3194 females)			

SUPPLEMENTARY LAC TRAININGS FOR COMMUNITIES

In addition to main legal aid programs and services, LAC lawyers and legal assistants from the head office conducted youth education of students in secondary and high schools on basic rights, basic criminal law related trafficking, gangsters, drugs and other crimes related public orders, and raise public awareness in order to prevent crimes. LAC has conducted youth education in three provinces of Banttaeay Meanchey, Kompong Thom, and Seam Reap where the highest rates of crimes committed by youth in the provinces is detected.

LAC CORE OPERATION ACTIVITIES

LAC'S WEBSITE

LAC hired a part-time consultant to maintain the website and redevelop a case database. With funding support from the Wheeler foundation, LAC was able to make changes and improve its website format and website host. In the past, LAC website did not run smoothly and was frequently down. After receiving recommendations from IT consultant, LAC changed its web host and gradually updates it with

information. It now operates two languages of Khmer, and English. The website serves as a marketing resource about LAC's program and project activities for researchers and visitors, and as a source of information for many people, organizations, and governments to become familiar with legal services that LAC offers.

LAC'S DATABASE

Case database is important for LAC in determining how many cases is handled monthly, quarterly and yearly to advocate for policy development or policy change in the Cambodian legal and judicial system. Each LAC unit and provincial office gathers, records, and reports case data in a different way, making the data comparison across the organization difficult and time-consuming. Streamlining this process through a digital case management system enables LAC to improve its use of overall case information and allows its staff to work more efficiently. Lawyers have a clear overview of cases they are handling and are better able to set priorities in each client investigation process, while the management team are able to ensure that each lawyer has a realistic case load and monitor the status of cases being handled by LAC lawyers. A uniform case database also improves LAC's use of overall case information for advocacy purposes. For example, LAC can determine how many juveniles and adults are held in excessive pre-trial detention and for how long, and how much time the average client must wait for an appeal hearing. LAC is then be able to use this information in publications and lobbying efforts directed toward the government to achieve necessary reforms. During the reporting period, LAC improved the case database which an IT assistant regularly updates with new records. However, because LAC's current server does not have enough capacity to support the system, errors and glitches frequently occur when information is entered. LAC hopes to purchase new server in year 2014 in order to have a complete record of cases in the system.

PUBLICATIONS

Within the year 2013, LAC has published:

- 3000 leaflets and 2000 posters on violence against women and distributed to stakeholders and target provinces.
- 2500 posters about child abuse and distributed to stakeholders and target provinces.
- 210 copies of bulletin (12 pages) about children in conflict with law and distributed to stakeholders and target groups.
- 360 T-shirts and distributed to trainees.

HUMAN RESOURCES DEVELOPMENT

(1) CAPACITY-BUILDING LAWYERS AND STAFF: IN HOUSE-TRAINING

On February 21, 2013, LAC had organized a half-day training seminar to lawyers and staff at LAC head office in Phnom Penh on legal practice in Cambodia and compared with US systems. There were 15 participants (7 lawyers and 8 legal assistants and investigators). Speakers were 3 judges and 3 practices lawyers from American Bar Association and 1 professor from Stanford University.

From 3-7 June 2013, LAC organized a workshop on project planning and project monitoring related to Justice for Children in Cambodia and on child protection policy. The speakers and facilitator were from the UK. There were 14 staff in Phnom Penh including 5 lawyers who participated in this training.

On 12 December 2013, 14 staff from LAC's finance and administrative units in the provinces received a day of training about financial control. A finance expert from CAPE Organization gave a half-day training to 10 lawyers and legal assistants on how to file a complaint to the International Criminal Court.

Cambodian Arbitration Secretary trained 22 LAC staff from the child justice program in the provinces and Phnom Penh regarding the law relating to child labor and child protection.

On August 9, 2013 The Arbitration Seminar at LAC provided an introduction to international commercial arbitration in Cambodia to LAC lawyers and other lawyers from Cambodian law firms and companies. This seminar provided supplementary knowledge for lawyers regarding available dispute resolution processes and circumstances when they may be appropriate. This seminar attended by 68 participants was delivered by a practicing arbitrator from Singapore Arbitration Center who also works in a private law firm in Singapore.

(II) TRAINING ORGANIZED BY OTHER ORGANIZATIONS

Meeting or Workshop Outside LAC						
No	Name	Number Of Meeting	Topic	Position	Organizer	Place
1	Ny Chandy	1	ECCC's legacy update meeting	Speaker	UNOHCHR	Phnom Penh
2	Chap Buthorn	1	Basic counseling skills	Community facilitator	PLAN	Phnom Penh
3	Choun Phirun	1	Case management on child trafficking	Project assistant	PLAN	Phnom Penh
4	Soa Savuth	1	Case management on child trafficking	Legal assistant	PLAN	Phnom Penh
5	Din Kanha	2	1. Psychology aspects of torture	Legal assistant (LAD-PP)	1. CHRAC and AHRC	Phnom Penh
			2. UN second high level dialogue on migration and development		2. LSCW	
6	Ol Rachny	12	Land-related laws and rights	Program manager	NGOs and BAKC	Phnom Penh
7	Neang Soulin	6	Land-related laws and rights	Legal assistant	NGOs	Phnom Penh

8	EkMealea	3	Law matter	Lawyer	-CHRAC -EWMI -BAKC	Phnom Penh
9	Touch Bunteav	1	Database	Legal assistant	EWMI	Phnom Penh
10	SokSokha	9	Women-related laws and rights	Project manager	<u>-GIZ</u> <u>-UNCOHCHR and UNWOMEN</u> <u>-DMC</u> <u>-Ministry of Women's affair</u>	Phnom Penh
11	DiepKulam	2	-International human right and fair trial standards. -The human right defender	Participant	EWMI	Phnom Penh
12	-Soung Monponlok, -NakPinith -Si Sathya	1	-Freedom of expression in Cambodia	Participant	CCHR	Phnom Penh
13	PrakDany	1	-Meeting on addict drug related to child and women in Kampong Cham province.	Participant	CCASVA	Phnom Penh
14	Yoeu Orn	1	The necessary of legal support during judicial system for divorce.	Speaker	ABC radio	Battamban g Province
15	Ms. NouTithia Mr. Yoeu Orn	1	Round table discussion for cases' analysis	Attendees	EWMI	Phnom Penh
16	PhonnThearin	1	Child protection policy development	Attendee	AVI	Phnom Penh

(III) ATTENDING EVENTS ABROAD

From March 19-26, Mr. Op Vibol, Mr. Touch Chiva and Mr. Va Monika attended the World Congress in Australia. LAC team attended the World Congress together with court officials and representatives from the Ministry of Justice of Cambodia.

From March 26-30, Mr. Op Vibol and Mr. Ngoun San, prosecutor of Battambang provincial court were invited to Hanoi by the Vietnamese Court to share experience on the child friendly court in Battambang that LAC and International Child Rights have implemented in Battambang.

From April 22-26, Mr. Soeung Mon Vichet, Admin and human resources manager and Mr. Run Saray, executive director, attended Partner Meeting in Bangkok organized by PACE Program (Australian International Volunteers and Macquarie University).

From June 23 - July 2013, LAC sent Mr. Seng Vutha, Project Manager, to attend training in South Africa on developing effective training of trainers.

From October 16-22, 2013, Mr. Moeung Sovann a lawyer from the Women's Justice Program attended a one week international conference on the freedom of expression via the internet in Hong Kong. The conference provided him with new knowledge to help him understand about the freedom of expression via the internet or Facebook. This training was useful for a LAC lawyer to stay informed about new mediums of expression and legal advocacy.

From November 6-9, 2013, 3 lawyers – Mr. Moeung Sovann, Sam Sokong, and Sokun Pidor – attended training on freedom of expression and media in Bangkok for 3 days. The training is useful for LAC lawyer to learn more deeply on the freedom of expression and media, so that they can improve the quality of legal services with regard to freedom of expression because freedom is restricted in Cambodia.

From November 23-29, 2013, Mr. Run Saray attended a UN training and meeting at Geneva and presentation at UN on Universal Period Review (UPR) on Justice and Legal Reform in Cambodia. The training and meeting enabled him to learn the UPR process and reports on human rights violation. Furthermore, the meetings provided good opportunity for LAC to provide a statement to missions and other state representatives on human rights violations and due process of law in Cambodia.

From November 23-30, 2013, Op Vibol, Program Manager, attended the annual meeting of Every Child in Georgia. This is an annual meeting of partners and families of Every Child. The meeting provided him with the opportunity to introduce LAC's projects to other organizations from 20 countries which received grants from Every Child. At the same time, he also received training on having a Child Protection Policy. The training was also good for the Child Justice Program Manager to learn about the policy and protect the children when LAC implements project activities and to help improve the existing LAC child protection policy in the future.

MANAGEMENT AND GOOD GOVERNANCE

(I) BOARD MEETINGS

Board meetings are an important part for LAC's good governance and management. Based on LAC Statute, board meetings shall be held twice a year. It is required for the executive director to submit an update-report and financial report every quarter.

The first meeting was conducted on June 28, 2013. LAC invited all board members both from inside and outside Cambodia to a meeting. There were 7 Board members: 3 local and 4 international board members. However, 1 of the international board members resigned. During the board meeting, the board decided to recruit another member and decided to recruit the new member locally. Funding support from the Wheeler Foundation also enabled LAC to organize this meeting. Some board members from Australia and from USA spent their own money for travelling to the meeting since LAC cannot effort to pay for their attendance. For the board members who could not come, the meeting was conducted via Skype, but there was a problem with Internet in that it was often interrupted and the sound did not go through clearly. During the last meeting, the board has approved on an evaluation policy and evaluation form to evaluate the performance of LAC's executive director.

The second meeting was conducted in December 2013. The meeting discussed the new draft Child Projection Policy, improvement of the LAC website, develop operation plan for each program and budget plan for 2014. Five members attended the meeting and two overseas members attended via Skype. However, it is hard to have all board members physically present at board meeting at least once a year due to LAC financial constraints and the difficulty in setting a date when all the board members are available. Furthermore it is a problem to clearly hear the board members via Skype. Meetings are essential and contribute to better management and work in LAC.

(II) MANAGEMENT TEAM MEETINGS

LAC's Management Team (MT) consists of the Executive Director, the Legal Director, the Finance Manager, the Administrative and Human Resources Manager, and other program managers. MT is responsible for LAC management, good governance, program strategy and other internal issues related to LAC. LAC management meetings are held monthly chaired by rotation role. In 2013, LAC has conducted 11 MT meetings, except for the month of April when executive director and administrative and human resources manager were in mission in Thailand attending a partners meeting organized by AVI between 22-26 April. The meetings discussed internal issues, project issues, good governance, management improvements, and decision and action points that LAC needs to address.

(III) QUARTERLY MEETINGS

Quarterly meetings are the meetings where all program/project managers and office branch managers from provinces meet at the Phnom Penh office. During 2013 and since LAC has faced financial constraints with the loss of core funding support from Open Society Initiative (OSI), LAC did not hold meetings in Phnom Penh. Instead, Management team (composing of Program managers, Legal Director and/or Executive director) went to branch offices in provinces to conduct meetings with staff members. This allows the reduction in travel expenses compared to when staff from the branch offices attend meetings in Phnom Penh. During the reporting period, the management team held meetings in Battambang, Siem Reap, Banteay Meanchey, and Kompong Thom branch offices.

(IV) ANNUAL STAFF MEETINGS

For the annual staff meetings, the staff from all the offices meet with each other and raise issues concerning LAC's management, programs, advocacy and issues related to policy, as well as matters concerning staff such as trainings. In 2012, the annual staff meeting was held in Sihanoukville province. There were 80 staff members including volunteers who attended the meeting. However, for the annual meeting held on December 31, 2013, some of the staff from the head office faced difficulty in attending the meeting due to financial constraints. LAC is planning to organize the

next annual meeting in Phnom Penh. The annual meetings will allow staff to express their opinion and raise concerns to MT and directors.

(V) LAC FINANCIAL AUDIT

In March 2013, an independent auditor conducted auditing of LAC financial transaction and made recommendations. Part of the funding support also contributed in paying for auditing fees. LAC just finished its global auditing by KPMG in April 2013. LAC will have its financial report audited in February 2014 by an independent auditors. There will be four financial audits in February 2014: (1) LAC global financial audits; (2) special audit of three year project funded by EU; (3) Annual audit of project funded by Plan International and (4) Year annual project audit of funded by Friend International. When the audits are complete, LAC will send these audits to the Wheeler Foundation and other LAC donors in April. These audits are important for LAC to measure how good or bad the financial management is in LAC. It allowed LAC to know what points should be improved, and it also verifies the good governance, transparency and financial control showing that there is no fraud or corruption.

(VI) NETWORK MEETINGS AND NGOs ASSOCIATIONS AND OTHER PUBLIC EVENTS

Network meetings, NGO association meetings and other public events are the forum for LAC and other staff to take the opportunity to mark and launch LAC profile and promote their projects to potential donors and lobby for donors.

The network meetings are one of the mechanisms for advocacy on policy development and policy change and for sharing information among members. The core support from the Wheeler Foundation enabled LAC to attend these. From July – December 2013, LAC joined 12 network meetings. LAC is one of member of Cambodia Human Rights Action Committees (CHRAC), a member of NGO Forum on Land Issues, a member of NGO-CEDAW, member of NGO-UNCRC, a member of CCC.

(VII) VOLUNTEERS

Volunteers help LAC and projects in many ways, such as in assisting project lawyers to research laws, to conduct legal analysis, to edit reports and to draft proposals. LAC arranged them to visit project activities in the field in the provinces, observe case hearings in court and attend workshops and other public events.

(a) International volunteers

During the 12 months, LAC received 16 international volunteers:

- 2 voluntary students from the PACE Program sent by AVI to working for 6 weeks January to February 2013.
- 2 volunteers from Denmark for working with LAC for 3 months
- 2 students from Michigan University to have internship with LAC for 3 months
- 1 volunteer from Champion University from USA for working for 3 months
- 1 volunteer from Germany to have internship with LAC for 6 months.
- 1 volunteer from France to have internship with LAC for 3 months.
- 1 volunteer from San Francisco University
- 2 expert volunteer from Australia for 1 year
- 2 voluntary students from the PACE Program sent by AVI to working for 3 months from December 2013 to February 2014.
- 1 voluntary lawyer from UK, working with child justice for one month in August 2013; and

- 1 voluntary from Australia to work with LAC management for one 6 weeks.

Essential input was given also by two expert volunteers which were sent by AVI from Australia. One of these volunteers worked intensively on the case management at the court of Battambang and another one was working as a lawyer assistant in the ECCC.

(b) Local volunteers

Beside foreign interns, LAC received 15 volunteers of local students from Universities in Cambodia.

- 4 students worked at LAC Phnom Penh head office;
- 4 students worked at LAC Siem Reap branch office
- 3 students worked at LAC Banteay Meanchey branch office
- 3 students worked at LAC Battambang branch office
- 1 student worked at LAC Kampong Thom branch office

(VIII) COOPERATION

On November 21, 2013, Memorandum of Understanding between Legal Aid of Cambodia and Transparency International was made for cooperating in area of shared concern to promote integrity, reduce corruption, and uphold human rights and democracy in Cambodia.

On December 31, 2013, Memorandum of Understanding between Legal Aid of Cambodia and General Department of Prisons, Ministry of Interiors was made for the support program of correction education and nutrition to Child in prisons of Kampong Cham, Prey Veng, and Svay Rieng.

(IX) MEDIA AND PRESS RELEASE STATEMENTS

In Cambodia freedom of expression is restricted by law and it is subject to criminal defamation. Lawyers are not allowed to talk to the media on political issues and opinions. Talking about political issues or expressing their opinion about politicians will be subject to disciplinary sanctions and disbaring of their licence. Lawyers are allowed to express their opinion only on the process of their procedure or result and they are not allowed to talk about the facts of cases or interpret the facts of the cases in away, which leads to breaking of confidentiality between client and lawyer.

In the past, at least 3-4 lawyers were sanctioned by the Bar Council and 4-5 lawyers became the defendants of cases complained by their clients. To avoid this from happening to LAC lawyers and staff, LAC board adopted a media policy to regulate about who could talk to the media and press and what they could say. Under this policy, lawyers are allowed to express freely about the cases they undertake and without first asking permission from LAC. If they want to express opinion they will be personally liable. If they talk about LAC issues as a whole, they need to ask LAC directors first. Also under the media policy, it is required LAC to assign one spokesperson, for talking to the media. The LAC director is allowed to speak to the media later on if to clarify what the spokesperson stated.

Even though there were some restriction to rights of freedom of expression by law and law on Bar of Cambodia, LAC also advocated strongly for the freedom of expression to media. LAC has rented radio two radio stations to conduct radio talk-show. In most of LAC's project activities, radio-talk show, TV coverage, and press statements are included. In order to avoid problems with the Bar, LAC wrote formal letters informing it about what LAC plans to communicate to the media.

In 2013, LAC did a total of 39 radio-shows. The topics are on rights and law related to children and women to inform audiences about the rights, law and dispute proceedings related to women and children issues and to prevent crime/dispute happen. The radio talk-show also allowed audiences to call in and question to the speakers. The radio talk can reach 2 million people located in five North-west provinces of Kompong thom, Siem Ream, Battéay Meanchy, Battambang, and Pailin.

(X) FUND-RAISING TEAM

Funds are an important resource for the organization's operation and project implementation. Without funding, goals and objectives will not be reached. From year to year, LAC is busy with fund-raising activities and in creating partnerships with international and local donors, as well as in updating its fund-raising strategy and to get current and potential donors engaged for funding. The challenge is that most partners or donors prefer to fund LAC's projects on an annual basis and few donors prefer to fund LAC projects for more than 3 years. Because of this, LAC faced funds shortage and was unsure if it could get enough funding for both projects and core operation costs. LAC works hard to raise funds every year and staff, lawyers and directors are always concerned if they will obtain the same amount of funding for the current year as they did for the previous one.

With funding support from the Wheeler Foundation, LAC was able to provide a small allowance to a voluntary international consultant who worked with the LAC's fund-raising team from July to December 2013.

The fund-raising team submitted proposals to both local and international funders. During 2013, the fund-raising team had submitted a number of proposals.

SUCCESSFUL PROPOSALS

- LAC, Khemara, and Everychild. UK, submitted proposal seeking funding to Big Lottery Fund for the Project of Justice for Children. The successful proposal and project will be starting from July 1, 2013-July 2016
- Two proposals to EU for seeking funding support to Land Right Projects for 2014-15 where LAC and ADDA were co-applicants. LAC has passed the concept note and a full proposal has been submitted
- A full proposal seeking funding support to Child Right Project for 2014-16, where LAC and Plan International are co-applicants was submitted.
- LAC and ACTED (Pharmacy Sans Frontier) partnered to implement a project about violence against women at entertainment places in Phnom Penh. It is small grant for two years.
- Two proposals to EU for seeking funding support to Land Right Projects for 2014-15 where LAC and ADDA were co-applicants. LAC has passed the concept note and a full proposal has been submitted and got approved by EU and waiting for signing an agreement between LAC and ADDA.
- A full proposal seeking funding support to Child Right Project for 2014-16, where LAC and Plan International are co-applicants was submitted. It was approved and LAC signed an agreement between Plan International and LAC.
- LAC and ACTED (Pharmacy Sans Frontier) partnered to implement a project about violence against women at entertainment places in Phnom Penh. It is small grant for two years. This was signed in July 2013.
- A proposal to Wheeler Foundation for 2014 was approved and waiting for signing an agreement.

- A proposal to GIZ land rights was submitted and approved. And signed for the first six months in 2014.

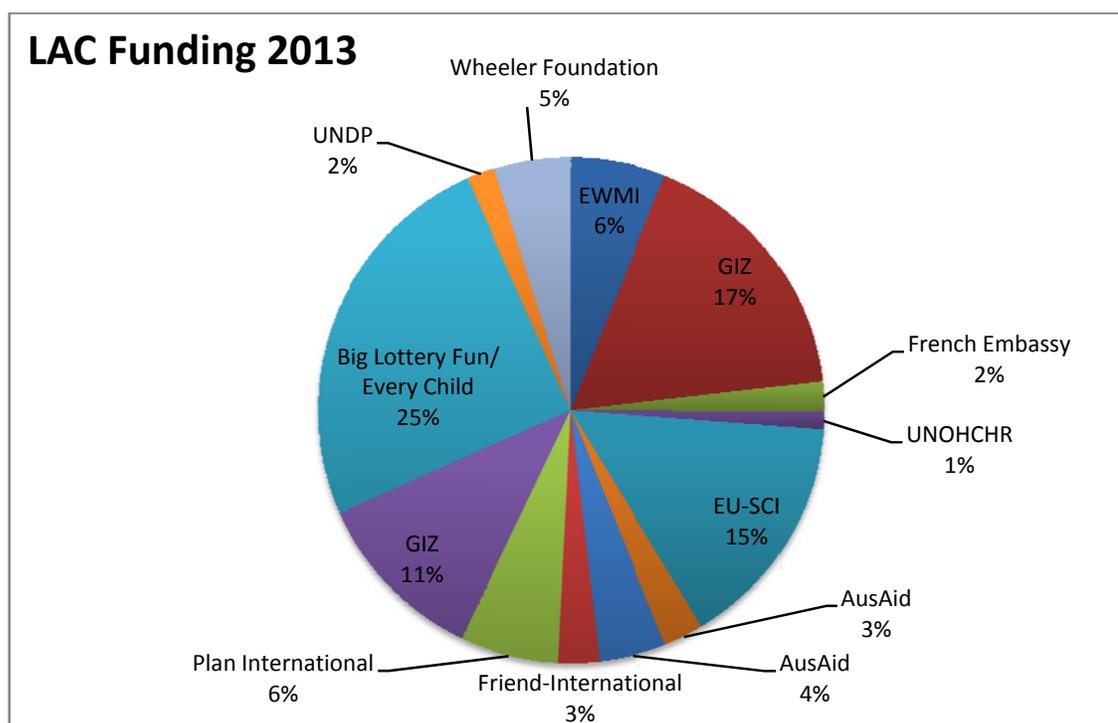
LIST OF LAC CURRENT DONORS FUNDING FOR YEAR 2013

Currently LAC is generously supported by 12 donors all of them financing exclusively special projects except for the Wheeler Foundation, which is funding for the General Legal Aid Project and Core Funding of LAC.

Finding donors who are doing Core Funding is always a problem for NGO's in general and LAC in particular because most of the donors in the last time decided to fund special projects, which is in their opinion the better way to fulfill their own goals and are forgetting about the financial immunity of the NGO's and that it is very hard for them even if all of their projects are financed but there is no money left for the core costs of the organization.

Donors	Projects	Grant Period	Amount
1. EWMI	Model court	October 2012 to July 2013	\$106,702
2. GIZ	Legal Representation for Civil Parties at Extraordinary Chambers in the Courts of Cambodia (ECCC) and Access to Justice for Minority Victims of the Khmer Rouge.	February-December 2013	\$300,000
3. French Embassy	Khmer Rouge Tribunal of ECCC	August 2012- July 2013	\$33,411.18
4. UNOHCHR	Legal Aid for Detainees in Correctional Center No. 1 in Cambodia-2011-2012	October 2012-September 2013	\$20,000.00
5. EU-SCI	Strengthening Juvenile Justice	January 2013-December 2013	\$265,346.00
6. Ausaid	Preventing and Protecting for children in Conflict with the Law in Battambang province	March 2013 - February 2014	\$45,000.00
7. Ausaid	Violence against women (girls), Pailin province	March 2013-February 2016	\$225,000
8. Friend-International	Child Protection Network Battay Meanchey and Siem Reap provinces	January 2013-December 2013	\$49,180.51

9. Plan International	Family Protection Network Banteay Meanchey and Siem Reap provinces	January 2013- December 2013	\$110,000
10. GIZ	Access to Justice for Women, Kompong Thom and Siem Reap provinces	January 2013- December 2013	\$197,543.33
11. Big Lottery Fund/Every Child	Justice for Children	July 2013 to July 2016	\$439,465
12. UNDP	Domestic Violence against Women, Oddar Meanchey province	July 2012-June 2013	\$32,000
13. The Planet Wheeler Foundation	General Aid and core funding (LAC)	January 2013- December 2013	\$85,000
Total			\$1,908,648,02



IMPACT

Over the project period project members provided awareness to charged persons and accused on detainees rights under Cambodian law in 498 cases. Part of this awareness raising was both legal

representation of selected detainees and advocacy. Moreover the LAD project members tried their best to ensure the sustainability of reaching the goal of a justice system that is considerable fair for all. When detainees are made aware of their rights, they are more likely to request legal assistance from prison and court officials. Also the community as a whole became more aware of legal rights, through LAD advocacy efforts and by word-of-mouth from LAD clients. By the successful experience in Kandal and Banteay Meanchey LAD staff will increase their proficiency and reputation as effective legal representation in the future. Finally, LAD's work, particularly in Kampong Cham and Preah Sihanouk Province, helped to create a good habit for how provincial courts should operate throughout Cambodia.

Considering that the need of the accused in having free of charge legal representation in Kampong Cham and Preah Sihanouk Provincial Courts, LAC would like to extend its activities in providing legal representation to the poor accused of a misdemeanor and felony in the judicial investigation and trial proceedings before the above both provincial courts for the next two months, August and September, 2013. LAC will ensure that a new number of 40 criminal cases will be handled by LAC's lawyers during the extending period of the project from August 01 to September 31, 2013.

CHALLENGES

With funding support from the Wheeler Foundation, LAC is able to strengthen and improve its management and good governance. It also helped LAC to cover the core and operation costs. For the year 2013, LAC financial situation is healthy. LAC spent about 30-40% of its total budget to cover core costs such as administration, rent, salary of supporting staff, insurance, etc.

SHORT-TERM FUNDING

It is difficult to retain experience, and make the skillful staff and lawyers stay for a longer period of time because LAC is not sure if the current donors will keep fund LAC for the next year. Donors make the notification one month before the project ends. This results in the lawyers and staff looking for other jobs. Another challenge is that it is hard to recruit lawyers to work in provinces because they prefer to stay in Phnom Penh where more potential clients are and because the private firms pay a higher salary than legal aid organizations.

In general it is very hard for LAC to undertake some long term planning of the processing and project planning, if anytime there is just a funding for a project for a short time period. With the financial support from the Wheeler Foundation, LAC is able to look in the future in a better way, knowing that there is financing, if a project funding will stop unexpectedly. In this way LAC is able to do some long term planning, which makes things much easier because the organization has not to fear a big lack of financing for the near future and can concentrate on its work and the success of its projects.

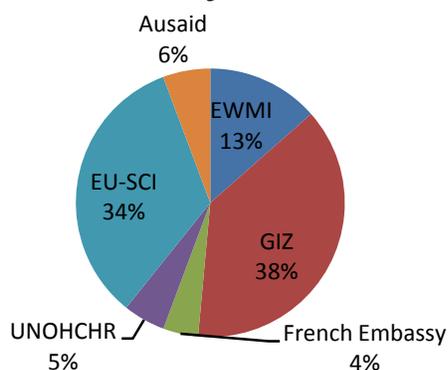
BUDGET SHORTAGE FOR 2014

Based on LAC budget forecasting and planning for 2014, it is indicated there will be several projects, which will be phased out or ended. It is required that a LAC fund raising team will start to work immediately to replace all the program costs because a part of these costs are contributed to the core operations. So, if LAC loses program costs, it also loses core costs.

LIST OF PREVIOUS DONORS AND ENDED PROJECTS

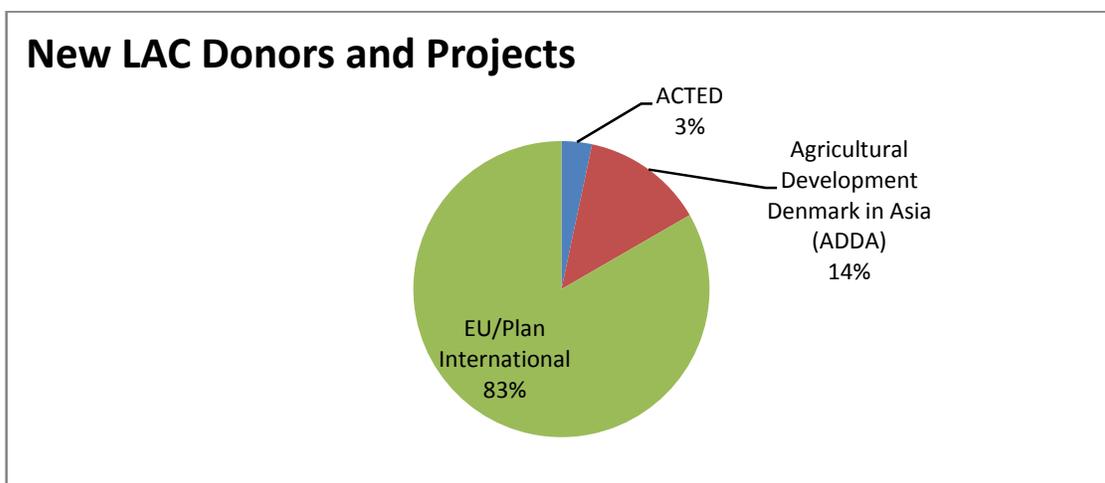
Name of Donors	Projects	Grant Period	Amount
1. EWMI	Modelcourt	October2012toJuly2013	\$106,702
2. GIZ	LegalRepresentationforCivilPartiesatECCCandAccessstoJusticeforMinorityVictimsoftheKhmerRouge.	February-December2013	\$300,000 (May continue)
3.FrenchEmbassy	KhmerRougeTribunalofECCC(ExtraordinaryChambersintheCourtsofCambodia)	August2012-July2013	\$33,411.18 (Completely ended)
4. UNOHCHR	LegalAidforDetaineesinCorrectionalCenterNo.1inCambodia-2011-2012	October2012-September2013	\$40,000.00 (May continue or end)
5. EU-SCI	Strengthening JuvenileJustice	January2013-December 2013	\$265,346.00 (Completely end)
6.Ausaid	Prevention andProtectionforchildreninConflictwiththeLawinBattambang province	March2013 – February2014	\$45,000.00 (may continue or end)

Previous LAC Donors and Projects



LIST OF NEW PROJECTS AND DONORS FOR 2013-2014

Name of donors	Name of Projects	Period	amount
1. ACTED	Violence against women at entertainment places in Phnom Penh (3 years)	August 2013 to July 2016	\$20,000
2. Agricultural Development Denmark in Asia (ADDA)	Land Rights project (20 months)	January 2014- August 2015	\$80,000
3. EU/Plan International	Family Protection NetworkSiemReap (3 years)	January 2014- December 2016	\$500,000



BOARD MEETINGS

As stated before it was a problem for LAC to have both local and international board members present at board meetings at least once a year due to lack of budget. Beside it is hard to find a suitable date, where every one of the board members can attend the Supervisory Board Meeting; there is also the problem that international board members have to come to Cambodia. That means they have to spend their time and, due to a lack of budget on the part of LAC, their own money additionally to the effort they spend for the organization. As a result some of the Board members decide not to regularly attend the meetings physically, which leads to a worse information sharing and misunderstandings that may occur using video calls.

ANNUAL STAFF MEETING

It is hard to have annual meetings out of the head office each year because the LAC is unable to support the staff's travel to the meeting due to the budget challenges.

CORE COST SUPPORT

Project funded donors did not want to support overhead or operation costs to LAC such as office rentals, internet, utilities, travel expenses, communication, maintenance, meetings, and other cost

related activities.

It is hard to find new donors that are doing core funding and if there are some, mostly a proposal must be completed with cooperation of other donors and with requirements such as a submission of a concept note, which slows down the process.

LANGUAGE BARRIERS

Not all staff speaks English. The problem is that reports and proposals are required to be submitted in English and LAC has only a few people who can speak and write English fluently, none of them is on a professional level.

LAC WEBSITE

Since the new criminal law on defamation was implemented, all information in the website must be monitored and the English version needs to be edited before put online. The LAC staff does not have the capacity to edit this. In the past and for the time being, international volunteers from AVI, the US and other countries have helped. Most of them came between May to August but not from August to December, which led to a gap in time during the year, where the LAC could not properly maintain the English version of the website

MEMBERSHIP FOR NGO NETWORKING GROUPS

LAC faced funding constraints in paying for the networking fees such as the NGO Forum, CCC and other network groups.

ACCESS TO LAWYERS

Working also in rural areas of Cambodia, LAC faces the problem that there are some regions where people simply cannot access the support of LAC's lawyers because there are no offices near the places they are living. As LAC is supporting the very poor population with legal services, people in need cannot afford to travel to the next LAC office to ask for help. For reaching also people who are living not in the most populated areas LAC would need more resources to get to this places and involve also the people.

LACK OF LAWYERS

As the majority of the at the BAR Association approved lawyers are working for private law firms, the number of lawyers who want to work for an NGO is very restricted. As a result LAC is regularly facing problems in hiring and keeping lawyers at LAC as it not possible for the organization to pay salaries that are as high as at private law firms.

Reported by

Executive Director

ANNEXES

1. Supervisory Board Member list
2. Staff Member List
3. LAC structure

SUPERVISORY BOARD MEMBERS

Name	Board Position	Paid / Volunteer
<p>Ms. ChimManavy</p> <p><i>Executive Director, Open Institute</i></p> <p>Mobile: +855 12 964 286</p> <p>Email: ma@open.org.kh</p>	<p>Chair</p>	<p>Volunteer</p>
<p>Mr. SounprasethPrum (Praseth)</p> <p><i>Associate, Allens Arthur Robinson (Cambodia)</i></p> <p>Address: 72 Street V1, off road 273,</p> <p>ToulKok, Phnom Penh,</p> <p>Cambodia.</p> <p>Mobile: +855 12 800 188</p> <p>Email: praseth@gmail.com</p>	<p>Vice-Chair</p>	<p>Volunteer</p>
<p>Mr. Nick Rine</p> <p><i>Professor, Clinical Law Program</i></p> <p>Address: University of Michican Law School,</p> <p>360 Legal Research Building,</p> <p>Ann Arbor, MI – 48109 – 1215,</p> <p>United States of America.</p> <p>Mobile: +1 734 358 0398</p> <p>Voice: +1 734 763 4319</p> <p>Email: nickrine@umich.edu</p>	<p>Member</p>	<p>Volunteer</p>
<p>Ms. Collee Moore</p> <p>Address: 15-17 Fitzgerald Street,</p>	<p>Member</p>	<p>Volunteer</p>

<p>Camper down, Sydney, 2050, Australia. Telephone: + 61 2 9217 7116 Mobile: +61 419 128 272 Email: colmoore@bigpond.com</p>		
<p>Touch Bora <i>Private Lawyer</i> Address: P.O. Box 804, Fairfield, NSW, 1860, Australia. Telephone: +61 2 9310 7290 Email: bora.touch@legalaids.nsw.gov.au</p>	Member	Volunteer
<p>Mr. Sun Chan.ndaraWuddh <i>Executive Director CTC,</i> <i>Professor at RULE, Attorney of</i> <i>Law</i> Address: #32, St. 188, SangkatPhsadepo I, Khan, Tuolkok, Phnom Penh, Cambodia. Mobile: +855 11 777 777 Mobile: +855 12 345 666 Fax: +855 12 801 699 Email: wuddh.win@gmail.com</p>	Member	Volunteer

STAFF MEMBER LIST

		Name	Function	Telephone	Incoming	Outgoing
Directors	1	Mr. Run Saray	Executive Director	012 838 341		
	2	Mr. Ny Chandy	Legal Director		20-Jun-13	
in and Finance	3	Mr .Sengmon Vichet	Admin. And HR Manager	012 385 155		

	4	Mrs. Yin Sundarinet	Finance Manager	012 877 447		
	5	Ms. Chak Solinet	Finance Officer			
	6	Mr. Na lSenith	Database Assistant	017 673 783		
	7	Ms. Sreng Bopha	Financial Assistant	012 363 608		
	8	Ms. Prum Chanlekha	Financial Assistant	089 981 008		
	9	Ms. Ly Seyha	Financial Assistant	016 478 574		
	10	Ms. Yin Sreyrath	Receptionist	016 390 939		
	11	Mr. Un Som	Driver	012 661 848		
	12	Mr. Heng Vuthy	Guard	092 982 028		
	13	Mr. Sek Vanna	Guard	012 242 593		
	14	Ms. Tob Sean	Cleaner	070 544 507		
GLA	15	Ms. Ek Mealea	Lawyer	012 330 867		
	16	Mr. Touch Bunteav	Legal Assistant	089 862 606		
KRT Project	17	Mr. Lor Chunthy	Lawyer\Proj. Manager	012 807 236		
	18	Mr. Sam Sokong	Lawyer	012 606 101		
	19	Ms. Veng Solina	Legal Assistant			30-Jun-13
	20	Ms. Soheat Chunnineath	Legal Assistant	017 398 789		30-Jun-13
EU-SCN Project	21	Mr. Op Vibol	Child Justic Program Manager	012 877 156		
	22	Mr. Var Monika	Advocacy officer	012 214 768		31-Dec-13
	23	Mr. Chheng Sovutha	Project Manager	012 221 669		
	24	Mr. Keo Rachna	Data Entry Clerk	016 677 967		31-Dec-13
	25	Ms. Sarunny Chetra	Legal Training Organizer	092 296 345		
CC2 Prison Project	26	Ms. Try Samros	Lawyer\Proj. Manager	011 777 662		31-Dec-13
	27	Mr. Thoeung Puthearith	Lawyer	012 961 655	1-Jan-13	
	28	Ms. Din Kanha	Legal Assistant	092 965 208		31-Dec-13

LLP	29	Ms. Ol Rachny	Program Manager	012 257 074	1-Jan-13	
	30	Ms. Chetra Navy	Lawyer		1-Jan-13	
	31	Ms. Neang Soulin	Legal Assistant		1-Jan-13	
WJP	32	Mr. Kao Dyna	Women Just.Prog.Mgr	012 887 442		
	33	Ms. Sok Sokha	Project Manager			
	34	Mr. Sry Srive	Database officer	012 886641		
	35	Ms. Mao Sonikeo	Legal Assistant	011 607 040		
Battambang	36	Mr. Sy Sathya	Lawyer	017 300 302		31- Jul-13
	37	Mr. Chum Cheypisith	Lawyer			31-Jan-13
	38	Ms. Kong Sothea	Adm-Finance Asst.	011 953 907		
	39	Mr. PichYorn	Investigator	092776 226	1-Mar-13	
	40	Ms. Bin Sophon	Investigator	012 434 612		28-Feb-13
Battambang	41	Mr. Sokun Pidor	Lawyer, Head of Prov.	012 598 553		
	42	Ms. Smith Sophorn	Branch Office Assistant	012 284 047		
	43	Mr. Phonn Thearin	Project Manager	017 779 788		
	44	Mr. Yoeu Orn	Lawyer	012 851 117		
	45	Ms. Nou Tithya	Lawyer	012 577 373		15-Jul-13
	46	Mr. Pang Vuthy	Child Right Advocacy Officer	011 742 733		
	47	Ms. But Sophanna	Legal Assistant	017 526 499		
	48	Mr. Im Rithea	Legal Assistant	017 576 876		
Battambang	49	Mr. Diep Kulam	Lawyer\Proj. Manager	012 445 900		
	50	Mr. Sengmon Punlork	Lawyer	012 417 234		
	51	Mr. Neak Pinith	Lawyer	016 456666	1-Mar-13	
	52	Mr. Tauch Sokhor	Legal Assistant	089 900 001		
	53	Mr. Choub Sophana	Investigator	077 668 825		
	54	Ms. Pich Choeun	Cleaner	097 722		

			6118		
	55	Ms. Prak Dany	Branch Office Assistant	015 546 575	
BMC	56	Ms. Bou Nary	Branch Office Assistant	012 969 247	
	57	Mr. Hang Som On	Lawyer	012 226 577	
	58	Ms. Khan Sothaly	Project Officer	012 950 558	
	59	Mr. Oeu Chantrea	Child Right Advocate	012 931 976	
	60	Ms. Sear Sophat	Project Officer	012 769 966	
	61	Mr. Hong Kun	Social Worker	016 383 382	
Siem Reap	62	Ms. Chea Soknourn	Lawyer/Project Coordinator	012 932 382	
	63	Ms. Chum Sopha	Project Officer	012 555 406	
	64	Mr. Yous Samrong	Child Right Advocate	092 986 663	
	65	Mrs. Roeun Phophveasna	Office Assistant	012 469 694	
	66	Mr. Moeurn Sovann	Lawyer of Siem Reap Branch Office	012 787 065	
	67	Mr. Boeur Omeut	Advocacy officer	077 970 997	
	68	Ms. Srun Kunthy	Legal Assistant	011 522 844	
	69	Ms. Tha Paven	Office Assistant	092 164 993	
	70	Mrs. Koy Kithya	Lawyer	012 763697	
	71	Mr. Choun Phiroun	Project Assistant	012 293 080	
	72	Mr. Sarunny Satya	Legal Assistant	077 880 991	
	73	Mr. Chab Bunthorn	Social Worker	012 975 484	
	74	Ms. Chea Pisey	Social Worker	089 976 464	
	75	Mr. Sao Savuth	Legal Assistant	089 998 312	11-Feb-13
Kampong Thom	76	Ms. Sim Sovannarith	Lawyer	012 201 190	
	77	Mr. Chhem Roth	Advocacy officer	012 721 410	31-Dec-13
	78	Ms. Chum Sophal	Legal Assistant	012 894602	

79	Ms. Chan Vanny	Office Assistant	081 597 308		
80	Mr. Touch Chiva	Project Manager	012 804 216	01-Jul-13	
81	Ms. SokSocheata	Lawyer	012 717 101	01-Jul-13	
82	Mr. SengSingheng	Lawyer	012 713 798	01-Jul-13	
83	Mr. Un Chanthol	Legal Assistant	077 237 878	01-Jul-13	
84	Ms. SambathSokunthea	Legal Trainer	012 663 442	01-Jul-13	

LAC STRUCTURE

LAC Structure

