

# LEGAL AID OF CAMBODIA Annual Report 2008

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## 1. Introduction

This activity report starts with the activities of LAC in 2008, but also contains background information about the organization starting in chapters 7-11.

## 2. Activities

The reporting on activities by LAC and its programs will be done as follows:

LAC activities/services:

- A. **Legal Aid** to improve access to justice including legal advice, legal representation in court, requests for court orders, investigations. When a case is appealed this is registered as a new case for LAC.
- B. **Advocacy** to improve access to justice and proper implementation of the rule of law
- C. **Outreach** to improve the implementation of the rule of law by legally empowering the poor through education
- D. **Training** to improve the implementation of the rule of law by training government officials in proper implantation of the law

The General Legal Services and the Programs will also report on their **lessons learned** and the **capacity building** that has taken place in 2008.

### 2.1 General Legal Aid Program

In the General Legal Services Lawyers provide general legal aid, advocacy and outreach. There are two specific projects that fall under the General Legal Services: Kandal Model Court Project and the Khmer Rouge Project.

#### 2.1.a General Legal Aid Services



General lawyers provide legal aid for the poor, including detainees.



General lawyers provide outreach sessions on various legal issues, in this case on the Khmer Rouge trial at the ECCC



Outreach session for detainees in the Kandal Prison

General lawyers provide their services in Phnom Penh, Koh Kong, Battambang, Siem Riep, Kampong Som and Rattanakiri. On 31 December 2008, 9 lawyers provided general legal services, together with 9 legal investigators. The services are sponsored by Oxfam Novib and OSI.

### Output

#### A. Legal Aid:

- 559 of cases open 01/01/08
- 932 of cases open 31/12/08
- 711 of new cases in 2008
- 384 of women
- 1105 of men
- 40 of children
- 454 civil and 816 criminal
- 1529 accused clients

#### B. Advocacy:

- Topics: Land Conflicts, National Election 2008
- Action:
  - The staff participated in the 35-partner organizations to create the Advocacy Team (AT). The purpose of creating AT is to help the people who have the land conflict. Additionally, AT help the people in organizing the communities. More over, AT created three more sub-committers and LAC staff was elected to be the president of the 3<sup>rd</sup> sub-committee to advocate on land conflict.
  - LAC staff also participated in the working group to monitor various issues related to National Election in 2008.

#### C. Outreach:

- Topics: Law on ECCC (Extraordinary Chamber in the Court of Cambodia), Marriage and family law, Land law, Law on the prevention against domestic violence and victim protection, Forestry law, Fishery law, and Monogamy law.
- Number of training session: 24 sessions.
- Number of participants: 1.018 persons (male: 561, female: 457) in that officials: 103
- 2 radio broadcasts on radio 102MKz on Marriage and Family Law and issues related to birth- and marriage certificates
- Weekly talk show on a popular radio on the CEDAW topic

#### D. Training:

Not applicable

### Outcome

#### A. Legal Aid:

192 cases received a fair and just trial with the 83 lost cases. 63 cases were omitted from the record of the courts due to the process of the cases were too long and the courts and lawyers could not find the clients. The fair and just trial was defined as following:

- The procedure of the case is conduct properly
- The clients were acquitted of charge and found not guilty
- The charge to clients was change to the lower charge
- The mitigation circumstance was applied to the case
- The punishment to the clients were in accordance with the offend committed by the clients, referred to the investigation by lawyers
- The punishment to the clients was matched to the guilty found
- The numbers of complaint cases to appeal was in small amount

Additionally, the fair compensation was defines as the compensation is proper comparing to the damage and the perpetrators were punishes and found guilty.

B. Advocacy:

- AT is not successful to resolve land conflicts satisfactory between people and powerful companies/people and government, but the people in the community have a growing awareness on Land Law issues and rights and they unite together to solve the conflict by themselves.
- We observed the National Election for advocacy purpose with National Election Committee for free and fair election

C. Outreach:

- People and authorities have better understanding of laws
- People and authorities work together to apply the laws better
- People and authorities have more understanding of their right and obligation
- People can increasingly solve conflicts by themselves
- Conflict is decreased due to their understanding of laws
- Less violence in society
- The lawyers were invited to be speaker in radio talk show and the listeners understand more about the importance of birth- and marriage certificates.

D. Training:

Not applicable

Lessons Learned (External and Internal Obstacles)

A. External Obstacles

- A number of local authorities were not so cooperative, which hampered LAC's efforts, and prevented dissemination in some areas. LAC staff experienced before that good communication with local authorities and the targeted communes/sangkats is crucial for a positive outcome. LAC therefore took more time to explain to commune/sangkat officers the purpose and benefit of legal outreach to people and themselves. But some local authorities remain uncooperative especially right before the National Elections.
- We noticed that most NGOs concentrate on communes/sangkats that are easy accessible from the big cities in Cambodia, but that there is little work done with communes/sangkats in more remote areas. LAC therefore concentrated on communes/sangkats that have not yet received dissemination, especially

communes/sangkats in some provinces and cities where there are not that many NGOs.

- A continuing problems is the transportation fee for participants. Currently there is no budget to provide this and it should be provided. However, we did pay travel allowances for commune/sangkat officers to ensure their attendance. But in the future LAC would also like to give them further travel allowances so that the commune/sangkat officers can travel beforehand to inform people to attend the sessions.
- Scheduling conflicts with other dissemination programs of Communes/Sangkats (the content of the dissemination programs is not duplicated; only the dates of the sessions overlap).
- Prior to the outreach sessions, people had very little knowledge of the laws, making it difficult for them to understand all of the content of the sessions.

#### B. Internal Obstacles

- High turnover of LAC’s lawyers working at branch offices in the provinces and cities that caused delays in dissemination. This is mainly due to the fact that it is very difficult for LAC to retain its lawyers, especially in the province. To encourage lawyers to work in the province, LAC does pay them USD 75 per month extra, but there still seems to be a reluctance to work in the provinces.
- LAC lawyers are busy at court, and sometimes had scheduling conflicts with the set outreach sessions.

### Capacity Building

Description	Staff	Training institute/school
- Bachelor of Law	- 1person	- by BBU
- Fund raising	- 3persons	- by VBNK
- Proposal Development	- 3persons	- by VBNK
- Learning and adaptation	- 3persons	- by VBNK
- Monitoring and evaluation	- 3persons	- by VBNK
- Investigation photography	- 1person	- by LICADHO
- Advocacy	- 1person	- by Pact Cambodia
- Strategic planning and activity planning	- 1person	- by Star Kampuchea

#### 2.1.b Kandal Model Court project

This project provides legal aid to detainees in the Kandal prison and provides legal representation before the Kandal Model Court. The project operates with 4 lawyers. The donor is EWMI.

#### Output

##### A. Legal Aid:

- o 01/01/2008 there are 81 open cases
  - o 31/12/2008 there are 133 open cases
  - o 161 new cases in 2008
  - o 206 clients
  - o 15 women and 170 men 21 children
  - o There are no civil cases
  - o 192 accused clients and 14 victim clients
- B. Advocacy:
- o To push and strengthen the criminal code.
  - o Lawyers follow up the cases with the court and meeting with the court president every month to ensure proper law implementation by the court.
  - o Meetings with the prison officials to ensure proper law implementation by the prison officials
  - o Meetings with other NGOs or stakeholders in order to share information and strengthen to law practice in Cambodia
- C. Outreach:  
Not applicable
- D. Training:  
Not applicable

### Outcome

- A. Legal Aid:
- o 67% of cases won and 33% of cases lost
  - o 128 clients received a fair trial or 9 clients received a fair compensation (Fair trial/compensation were described in 5.1a)
- B. Advocacy:
- o Changes in laws or policy, e.g. we saw that some court officials change their attitude related to practice in pre-trial detention, accused rights and hearing procedure. There has been a dramatic drop in excessive pre-trial detention in the Kandal prison.
  - o Improvements in implementation of the law by the government. The Kandal court officials have a good practice by developing itself as a Model Court and therefore it is setting an example for other government officers and courts.
  - o The prison officers changed their attitudes and respect towards the rights of accused, especially regarding human rights and the importance of lawyer service in the prison.
  - o Improved relation/cooperation with other NGOs or stakeholders. The Project Staff has improved its working relations and cooperation with NGOs such as ADHOC, IRI, CWC, LICADHO, SSC, EWMI, and other NGOs located in Kandal provincial in order to provide legal services to all poor people. For the stakeholder know closely to the project staff and get the legal aid on time and quality.
- C. Outreach:  
Not applicable
- D. Training:  
Not applicable

### Lessons Learned (External and Internal Obstacles)

#### Internal

- There is no management system in place to manage the many cases. There is a database, but only to register all cases and it does not regard the management.

#### External

- Sometimes court officials work very slow and are thus harming the rights of the accused and causing delays in the pre-trial phase.
- Some judges are not independent thus making it difficult for us to ensure a fair trial for our clients who are poor.

#### Capacity Building

- Organization Management ( EWMI ) attended by the Project Manager
- Financial Management provided by the LAC Finance Office
- Cases Management , Investigation case and Memo writing provided by EWMI
- Proposal writing ( ICCO )
- 1 Investigator studies for a Bachelor of law with support of LAC

#### **2.1.c Khmer Rouge Tribunal project**

This project provides legal representation to the victims of the Khmer Rouge who participate in the Khmer Rouge Trial as civil parties. The project operates with 3 lawyers. The donor is DED.



A civil party is showing a place where the Khmer Rouge soldiers brought victims to kill at Siem Reap province.



A lawyer is interviewing a victim surviving from the Pol Pot's regime at Baray, Siem Reap province.



A lawyer is interviewing a client who was forced to marry in the regime at Kompot province.

#### Output

##### A. Legal Aid

- 1 of case open (case file No: 002/19-09-2007-ECCC)
- 9 of clients already recognized by ECCC
- 8 of men and 1 of women

##### B. Advocacy:

Not applicable

##### C. Outreach:

Not applicable

##### D. Training:

Not applicable

## Outcome

- A. Legal Aid
  - o There is only 01 case in the process
- B. Advocacy:  
Not applicable
- C. Outreach:  
Not applicable
- D. Training:  
Not applicable

## Lesson Learned (external and internal obstacles)

### Internal

- As the resource in LAC was limited in 2008, the lawyers worked part time with this project until November, 2008 with small benefit.
- Some lawyers have not well enough in English language so it makes some difficulty in working with foreign lawyers. Additionally, most of the document and international laws are also in English.
- Interpreter/translator should be permanently present during the discussion due to the fact that there is an international lawyer in the group.
- More international lawyers should be considered to help the Cambodian civil party's lawyers in the framework of international law.
- During the past seven months, we have no budget for the civil parties' meeting

### External

- ECCC and the participation of civil parties are a new concept emerged in Cambodian Court System and experience in the framework of international courts are still limited
- Civil parties have to challenge with their own individual interests as they need to earn to support their daily life so they don't have enough time for lawyers
- All complaints should be quickly responded by ECCC whether they are accepted or need further requirements

## Staff Capacity Building

- o On March 21, 2008, attended a training on International Criminal Justice organized by CHRAC
- o From April to August, 2008, studied English language in Translation Skill at Kang Pengly School
- o On April 07, 2008, continued a training organized by CHRAC
- o On May 09, 2008, continued a training organized by CHRAC
- o On 19-23 May, 2008, studied a training course on Project Need Assessment at Cambodian Researchers for Development (CRD)
- o On May 30, 2008, continued the training organized by CHRAC
- o On August 11-16, 2008, studied a training course on Advanced Advocacy Training at Advocacy Policy Institute (API)
- o On 20-24 October, 2008, studied an Effective Report Writing Skills at CHEC
- o On 15-19 December, 2008, studied a training course on Human Resource Management at CRD

- On 22-26 December, 2008, studied a training course on Project Need Assessment at CRD

## 2.2 Child Justice Program (“CJP”)



Minor clients from LAC detained in prison.



Outreach session on domestic violence in Battambang province 2008



Workshop on role and responsibility of investigating judges and court clerks in the child justice system, 2008

The Child Justice Program (“CJP”) is comprised of four projects regarding child justice and is lead by a Program Manager. The CJP consists of 24 staff members including 1 program manager, 3 project managers, 10 lawyers, 5 legal assistants, 2 legal trainers and 3 investigators. The program is supported by Save the Children Norway-Cambodia Office (“SCN-CO”), UNICEF, EWMI, EveryChild (and DFID) and the European Union.

The CJP focuses on promoting the United Nations Conventions on the Rights of the Child by training government authorities and law enforcement officers, setting up diversion programs and ombudsmen for children, providing legal consultation and representation to child victims and children in conflict with the law, and advocating for strategic issues. Currently, the CJP advocates for protection of children against unlawful pretrial detention, and for the application of the law on aggravating circumstances.

The objective of the CJP is to provide proper legal assistance to children in conflict with the law as well as juveniles held in pre-trial detention in Correction Center 2 and child victims of labor abuse, sex trafficking and other forms of sexual abuse through improving and strengthening the children’s rights law implementation.

The program covered 20 municipal and provinces throughout Cambodia including Phnom Penh, the province of Kandal, Svay Rieng, Prey Veng, Takeo, Kompong Speu, Kompong Cham, Kompong Chhnang, Ratanakiri, Siem Reap, Preah Vihea, Kompong Thom, Odor Meanchey, Battambang, Banteay Meanchey, Pursat, Pailin, Sihanouk Ville, Kompot and Koh Kong.

The CJP has identified all forms of child victims and children in conflict with the law, especially children who are held in pre-trial detention in the Correction Center 2 as its direct target groups but relevant stakeholders including judicial police, court personnel, lawyers, commune council members, chief of villages and youth also identified as its indirect target groups.

## Output

### A. Legal Aid:

- 84 of cases open 1/1/8
- 130 of cases open 31/12/8
- 216 of new cases in 2008
- 397 of clients
- 396 children, 1 adult (male)
- 1 civil and 299 criminal
- 310 accused clients

### B. Advocacy:

#### Topics

- Children's rights
- Development of separate juvenile justice system
- Introduction of Ombudsman as independent human rights monitoring system
- Excessive Pre-Trial Detention
- Juveniles who have not received a copy of the final judgment
- Juvenile Justice

Actions e.g. press conference, demonstration, meeting with government officials, meeting with other NGOs or stakeholders, workshops, etc.

- Production of 1000 newsletters on Children and the Law and distribution to national assembly, government agencies and civil society to advocate for the implementation of procedures and legislation to protect the rights of children in conflict with the law.
- Workshop on concept of Ombudsman for government officials and NGOs
- Workshops on children's rights and juvenile justice
- Co-ordination of Advocacy Working Group to raise awareness and address excessive pre-trial detention and the need to issue final judgments to juveniles attended by government officials. Representatives included UNHCR, UNICEF, Ministry of Interior, Ministry of Justice, Phnom Penh Court Officials, NGOs and other key stakeholders (e.g. EWMI, UNCOHCHR, UNICEF, Cambodia Criminal Justice Assistance Project (CCJAP), Protection of Juvenile Justice (PJJ) Licadho, Legal Support for Women and Children (LSCW) International Bridges to Justice (IBJ) Cambodian Defenders Project (CDP) and PFC.
- Celebration to mark International Children's Rights Day

### C. Trainings:

#### Trainings to government officials

- District training workshops on children's rights and law, including UNCRC and legislation in Cambodia, law on domestic violence, criminal codes and procedures, and juvenile justice issues to judicial and military police, representatives from social and women affair and NGOs
- Training workshop on action plans for the development of prevention, diversion and rehabilitation programs for Commune Committee for Women and Children
- Provincial training workshop on the Draft Penal Code and Criminal Procedure Code and the responsibilities of judicial police, prosecutor,

investigating and trial judge with regard to juvenile cases; the Inter-ministerial Prakas on Cooperation and Coordination in the Child Justice Process, the Law on Bar Association, the role and responsibilities of court clerk and the responsibilities of government department officers working on children's issues.

- Summative workshop on children rights and actions plans for the development of prevention, diversion and rehabilitation activities for Commune and District Children and Women Committee Members and Commune Council Members
- Meetings with Communal Child and Youth Protection Networks/CCWCs to support the development of community diversion programs including case conferencing, the concept of diversion and development of diversion programs, information on children's rights, criminal legislation and procedures and laws on rape, domestic violence, drugs, alcohol and gambling
- Meetings of the CCWC Juvenile Delinquency Sub-Committee
- Training workshop on concept of Ombudsman for government officials and NGOs
- District training workshop on "Child Rights and Juvenile Justice"
- Provincial training workshop on "Juvenile Justice"
- Follow up district training sessions on UNCRC and Cambodian law on children's rights and juvenile justice to judicial police

#### Legal & Civics Education for Children at Risk/CICL

- Basic civics education and life skills trainings for children at risk and children in conflict with the law in the communes
- Basic civics education, life skills training and training on the law and legal procedures for children in prison
- Meetings of Child/Young Person Network in including training on children's rights, the law and legal procedures and Commune
- Rights of children from arrest to trial for juveniles accused

#### Organization of Vocational Training, Nutrition and Health Check-Up for Children in Prison

- Vocational training on mushroom farming to children in prison
- Trainings in haircutting
- Weekly literacy classes
- Additional Food Programme (242 beneficiaries)
- Health Check Up (153 beneficiaries)
- Re-integration and rehabilitation for children and their families (14 families)

#### Community-Based Prevention, Diversion and Rehabilitation Services

- Support for re-integration and provision of vocational training as part of a community based prevention and diversion programs in the communes
- Provision of foodstuffs and schools material to children and families at risk

#### Number of training sessions

- Number of training sessions for officials/stakeholders: 94
- Number of training sessions for children: 87

Number of officials attending

- Officials: 1451
- Children: 1126

D. Outreach:

Sessions and meetings

- Meetings in pilot communes in Battambang to disseminate information on children's issues, law and rights, criminal offences and law on domestic violence, rape, drugs and alcohol and gambling
- Meetings in Preak Chik and Prek Svay communes on children's rights and domestic violence
- Meetings with community and parents to help prevent crime and delinquency
- UNCRC and criminal procedures at police, prosecutor and investigating judge stages (Radio talk shows)

Number of sessions

23 meetings/sessions

Number of people reached

2315 people

Number of broadcastings (TV or radio)

6 radio talk shows

Outcome

A. Legal Aid:

- Number of cases won/lost  
Total: Of the 113 cases that CJP lawyers represented at trial, 63 were won and 50 were 'lost'. However in the 50 that were 'lost' CJP lawyers succeeded in a number of the clients receiving the appropriate punishment as highlighted in the number that received a fair trial  
(16 cases were closed by LAC as the clients obtained new lawyers)  
(49 cases were closed by LAC as new project/funding required LAC to work with new clients)
- Number of clients who received a fair trial or fair compensation  
Total: 89 of the 113 cases that were closed by CJP lawyers received fair trial/appropriate punishment

B. Advocacy:

- Changes in laws or policy
- Improvements in implementation of the law by the government
  - Judges are increasingly considering children's rights as contained in the UNCRC and Cambodian law, including the best interests of the child, when making judgments.
  - Following LAC's successful advocacy work in 2007 (which resulted in the Constitutional Council decision on the Law on Aggravating Circumstances on Felonies which stated that the law does not undermine the rights and interests

of the child) judges are now applying attenuating circumstances and reducing sentences when the accused is a child.

- The Phnom Penh Court is now prioritizing juvenile cases for trial in order to follow legal limits on pre trial detention for children
- The Phnom Penh Court has also started to send letters to the prison department of the Ministry of Interior, informing of the final judgment of juveniles who did not receive an original copy. By doing so, all relevant stakeholders are now aware of this particular issue and can work towards a solution.
- Increased awareness of the need for an independent mechanism to monitor human rights such as an Ombudsman.
- Increased understanding of legal concept, practice and social issues
- Raised awareness and understanding of children's rights
- Increased commitment from government officials, provincial governor, court officials and prison chief to implementing children's rights
- Increased opportunities for children to express their opinion and participate in activities
- Further strengthening of relation/cooperation with other NGOs or stakeholders
  - There is increased representation from government agencies and NGOs in LAC working group meetings
  - Ongoing cooperation between Child Justice Team and other NGOs to advocate and intervene in juvenile cases, including writing of letters to Phnom Penh Court in relation to the sending final judgments.
  - Increased networking of LAC with other key NGO involved in child rights and child justice issues through NGOCRC
  - Good relationships between key stakeholders, including law enforcement officials, local authorities and NGOs were established resulting in increased collaboration.

### C. Trainings:

Based on the evaluation results after the training sessions and our child justice practice in Cambodia we noted an improvement of implementation of the law by government officials:

- Targeted judges, prosecutors, court officials and judicial police have increased knowledge and understanding of children's rights in the UNCRC and Cambodian Law; of criminal procedures in relation to juvenile justice, of the issues with regard to children in conflict with the law and of the concept of diversion. There is also an increased willingness and capacity to implement children's rights and relevant procedures relating to juvenile justice. LAC has assessed in particular that following training, the majority of police acted in compliance with the law
  - Judges are increasingly taking into account the age of the child and children's rights under the UNCRC and Cambodian legislation when making judgments in the case of a child and will work to reduce the punishment or dismiss the case
  - Prosecutors and judges are now working to provide diversion and community service alternatives to imprisonment

- Judicial police (police and PM): The police are increasingly contacting the parents and lawyers when they arrest a child and are now helping to divert children when they commit minor crimes and, if both parties agree, to stop the case at the stage of the police station in the commune. Police now appear more patient and caring towards children, including repeat offenders and are now more willing to discuss ways in which to divert the child.
- o Targeted local authorities (members of district and commune committees) have increased knowledge of children's rights, juvenile justice issues and the law. They are now more aware of the need for early intervention and alternative services for children at risk and for children in contact with the law. Local authorities now have improved capacity to act to protect children. Local authorities are increasingly:
  - Providing education and support if children are at risk and/or experiencing problems
  - Contacting legal services for both child victims and children in conflict with the law and visit and provide help and follow-up support to families and children
  - Sharing information on relevant issues
  - Willing to discuss and consult on issues they are having difficulty in dealing with.
  - Acting to protect children against crime, abuse and exploitation by providing family support and developing prevention and protection action plans and community strategies to prevent exploitation and abuse
  - Working to educate people on children's issues
  - Encouraging families and their communities to provide more care, support and follow if their children are experiencing problems.
  - Providing mediation between community and police when there is disagreement in dealing with a child who is in conflict with the law
- o There is increased cooperation and trust between LAC Child Justice Program Team local authorities, communities, parents and children.
- o Children at risk and children in conflict with the law, including those held in pre-trial detention and prison are more aware of their human and legal rights, criminal procedures and relevant Cambodian legislation.
- o Children have increased life, social and vocational skills and opportunities
- o Decline in the number of children who offend, a declining trend in the rate of recidivism and improved re-integration of children back into school and re-integration of children in conflict with the law back into their family and local community.

#### D. Outreach:

Based on the evaluation results after the outreach sessions the knowledge and understanding of grassroot people about their rights improved:

- o Increased knowledge of children and young people about their rights
- o Increased knowledge of parents about children's rights and their rights as parents with regard to children in conflict with the law
- o Increased participation of young people in the commune child networks and increased knowledge of their rights

- Increased participation of youth gangsters in meetings on children's rights and the law and conflict resolution (reduced violence and confrontation between gangs in villages)
- Increased knowledge of parents of their children's rights and how to protect them
- Decrease in number of young people involved in street and village gangs
- Increased cooperation and trust between CJP team, children and parents.

#### Lessons learned (external and internal obstacles)

##### External

- Implementation of diversion programs is a slow process as police still investigate the offence before sending the incident on to the CCWC.
- Changes in membership of the Commune Councils, the local police and village chiefs and conflict between political parties within the Commune Council
- Working with government officials on juvenile justice issues is very challenging work and requires a long term strategy. In order to reach a satisfactory agreement, many meetings are required to discuss the issues and urge the government to take immediate action.
- Abuse and torture of children held in police custody, detention and in prison continue to be a serious concern
- Children in prison are scared to report issues such as abuse and torture and lack of time out from cells
- Some children do not have legal documents, such as birth certificate, family book, residence paper
- The local authorities and the CCWCs do not have adequate resources to provide education, prevention and diversion programs for children at risk and for children in conflict with the law.
- Legal representation for the child in conflict with the law is seriously hindered by the continuing levels of corruption in the court. Families often pay the bribes requested by court officials without notifying LAC.
- Judges rarely agree with motions for bail and regularly make decisions on the age of the child according to the police report. Judges also often fail to properly inform lawyers with regard to relevant date/time for trial, interrogation of juveniles and closing investigation procedure etc
- Lawyers experience difficulties in dealing with court clerks
- Training on children's rights, the law and criminal procedures is very important but there is a need also to ensure implementation. There is a need for further follow-up to ensure that children's' rights and the law are upheld in practice.
- There is a need to work on all levels - commune, district and provincial - in order that the activities are effective. Project activities have been targeted at the district and commune authority level but this has been frustrated by the decisions at the provincial level. There is a need to target the provincial level and in particular the provincial police commissariat, as some of the work of the police depends on decisions at the provincial level.
- CCWC's needed a lot of support in the development of their actions plans and to identify their own and local resources for their implementation. There is a

need to work to include parents, young people and the local community in the development of the CCWC action plans and activities to ensure sustainability and effectiveness of community prevention, diversion and rehabilitation programs. There is a need for community volunteers to help implement the CCWC action plans and resources for their training needs to be allocated.

- Child/Young People Networks could prove to be an effective way to protect children by providing peer support and outreach
- A number of difficulties were experienced in working with children at risk, children in conflict with the law and their families including:
  - Children at risk/in conflict with the law often lack the most basic education and sometimes missed class because they needed to help their family, were influenced by their friends or local gangs, or left to use drugs. Therefore the life skills and vocational training was a slower process than anticipated and 2 or 3 months is too short for children to apply their learning after they go back to their communities
  - Working with children who were hard drug/glue users was particularly challenging as they often needed a place to stay and medical treatment and we had to pay for referral services.
  - Some parents/guardians did not cooperate with the lawyers
  - Parents are often away from the communities, busy with their business or trying to find work and so it's hard for them to come to the meetings.
  - Gambling, domestic violence and poverty in some families often result in a lack of care for and abandonment of children putting them further at risk.
  - There is a need for more direct intervention work with children and their families in order for interventions to be effective

#### Internal

- Staff turnover in 2008
- Limited experience in advocacy work
- Need to select staff with necessary skills and experience and need to provide training to build capacity of staff to ensure implementation of project activities.
- Need to change strategy and prioritize and focus on specific issues in our advocacy work – e.g. focus on excessive pre-trial detention and juveniles who do not receive a copy of their final judgment

#### Capacity Building

- Monitoring and Evaluation: 2 (Project Manager & Legal Assistant)
- Working with juveniles who are involved in the criminal justice system: 4 (Project Staff)
- Analysis and memo writing: 4 (Project Staff)
- Advocacy course: 4 (Project Staff)
- Strategy Plan: 4 (Project Staff)
- Counseling and working with parents: 4 (Project Staff)
- Witness Interviewing Skills: 4 (Project Staff)
- Training on the new Criminal Procedure Code: 2 (Project Manager & Lawyer)
- Child sexual exploitation and trauma: 2 (Lawyers)
- Child rights based approach and juvenile justice system: 1 (Project Manager)
- Training on the new Civil Procedure Code: 2 (Lawyers)

- Human Rights Training (Human Rights Folk School): 1 (Project Manager)
- Planning & Budgeting: 1 (Legal Assistant)
- Reporting Writing: 1 (Legal Assistant)
- Management Development: 1 (Legal Assistant)
- Academic Writing: 1 (Legal Assistant)
- Civil code and Civil Procedure Code: 2 (Lawyers)
- Investigation and Interview Skills: 4 (Project Manager, 3 Project Staff)
- Project proposal, design and monitoring: 4 (Project Manager, 3 Project Staff)
- Workshop on Child Right, Basic Right and Juvenile Justice Principle: 9 (Project Manager, 8 Project Staff)
- Working with juveniles through criminal system: 9 (Project Manager, 8 Project Staff)
- Training on Counseling: 9 (Project Manager, 8 Project Staff)
- Workshop on Social Justice and Human Rights, Manila Philippines: 1 (Lawyer)
- 9th Human Rights Folk School, Hong Kong: 1 (Project Manager)

### 2.3 Land Law Program (“LLP”)



Press conference in Battambang in February 2008 organised by LAC

Land law defenders study the map to help them defend their land.

Land law victims demonstrate in Battambang, July 2008

LAC-Land Law Program (“LLP”) is established to help and train the poor and indigenous to solve their land disputes caused by some big companies, powerful people and army/government officials. The most critical issues facing Cambodia is the resolution of land disputes and the establishment of a stable, equitable system of land registration and social land concession.

LLP staff work to resolve disputes and establish an equitable system of land registration and concession. Key activities include legal representation to the poor, strategic advocacy on the governmental level, and street law sessions to educate the public.

Donors are EWMI and CIDA.

The program is implemented by the LAC-LLP’s composed of 11 staff including 1 lawyer, 1 investigator and 1 receptionist based in Banteay Meanchey province; 1 lawyer and 2 investigators and 1 receptionist based in Rattanakiri province where indigenous people are living and 3 lawyers, 1 lawyer as Program Manager and 1 legal assistant are based in Phnom Penh head office.

The LLP office based in Rattanakiri province provides its services also in the nearby provinces Stung Treng, Kratie and Mondulokiri while the office based in Banteay Meanchey covers Battambang, Odor Meanchey, Siem Reap and Pailin City. The head

office based in Phnom Penh covers the remaining provinces in Cambodia such as Koh Kong, Kompong Cham, Svay Rieng, Prey Veng, Kandal, Takeo, Kompot, Pursat, Kompong Chhnang, Kompong Speu, Phreah Viha, Kampong Thom and Sihanouk Ville. The LLP worked on major land cases that involved multiple poor families against powerful opponents, in which a significant amount of land is at issue where the small land cases will be cover by the LAC in Phnom Penh and at the LAC provincial offices.

#### Output:

##### A. Legal Aid:

- 15 cases of cases open
- 3 cases of new cases in 2008
- 15935 persons of clients
- 8773 persons of women and 7162 persons of men
- 15935 persons accused clients

##### B. Advocacy:

- topics: press conference
- actions: press conference, meeting with government and court officials, meeting with other NGOs or stakeholders.

##### C. Outreach (Rattankiri):

- Topics: Land law, forestry law and fishery law.
  - +Land law:
    - Land clusters: state-owned public and private properties and community properties belonging to indigenous minorities.
    - International conventions and national laws on the rights of indigenous minorities with regards to land.
    - Land concession, land registration, and solutions of land conflict.
  - +Forestry law:
    - Objectives and Scope of forestry law.
    - Forestry administration
    - Allocation and use of forestry concession
    - Prohibition of forestry exploitation and forestry preservation
  - +Fishery law:
    - Fishery control
    - Fishery business
    - Fishery community
    - Offense
- 24 training and 20 follow up
- 37 officials attending

#### Outcome

##### A. Legal Aid:

- 4 cases won and 2 cases lost and others still process and closed

##### B. Advocacy:

- Improved relation/cooperation with other NGOs or stakeholders: Because of cooperating work, the staff of LAC are closer to some target groups like: CHRAC, Adhoc, UNHCR, NGO Forum, CLEC, LLWG, EWMI, some government and court officials and most of the clients.

### C. Outreach:

- Evaluation results after the training sessions: Follow up, Pre and Post test, group discussion and question and answer stage.

### Lessons learned (external and internal obstacles)

#### External

- LLP expected to close 50% cases of 10 cases in the second quarter of 2008, but only 3 cases were closed due to reason that court officers and governmental officials are very late to settle the land dispute.
- LLP proposed to conduct a press conference in the third and fourth quarterly about O'Voi Preng case in Battambang province, but this event could not be done, because Battambang authority accused ADHOC and LAC with incitement the people to have illegal rally.
- LLP learnt that if we want to attract the media to broadcast any issues to the public, we need to have cooperation with relevant NGOs to discuss and share experiences.
- Only media is a priority strategy to public the information, especially to the high ranging officials.
- Managing the occasion is also very important to show issues to the public, like in the national election date shall come in 27<sup>th</sup> July 2008; the Cambodian People Party (CPP) that is leading the government is worried of the people not vote for CPP. So they responded quickly to the people demanded. After National Election 27 July 2008, the authority showed the attitude not to be sensitive to settle the dispute for people.
- We notice that the authorities always promise to solve the cases, when they came to see the people but mostly they did not keep their promise.
- Normally, the court always referred to reason that there are many cases at court in present that why they were late to the complaint of LLP's clients, so LLP had to follow up many times and challenge them.
- The local authority exploit benefit from the grassroots people because the people have low education and afraid to face them.

#### Internal

None

### Capacity Building

#### A. List of trainings:

- Strengthening NGO Management by EWMI, attended by the Program Manager
- Project Evaluation attended by Program Manager and lawyers and provided by EWMI in cooperation with VBNK
- Financial Training for non-financial manager attended by Program Manager and provided by S.T Fantamillas & Co.

## 2.4 Women's Justice Program ("WJP")



Police commissioner discusses the problems for women to seek justice in Cambodia during a workshop organized by WJP on 11 February 2009

Base survey by the WJP Program Manager to interview women in the Battambang Prison

Women in Cambodia suffer from gender inequality leading to many problems e.g. domestic violence and exploitation

The Women's Justice Program ("WJP") was launched beginning 2008 and focuses on access to justice for women through providing legal aid to vulnerable women, educating communities on women's rights, training government authorities on proper implementation of related laws, and undertaking impact litigation to effect lasting change. Legal representation is provided to both victims and accused in and outside of court. In addition the Women's Justice Program identifies strategic advocacy issues to enhance protection of women's rights.

The Women's Justice Program is comprised of 11 staff members including 1 program manager, 5 lawyers, 4 investigators and 1 investigator. The Women's Justice Program is working to provide legal representation for women in six provinces such as Siem Reap province, Kompong Speu province and Kompong Chnnang province which funded by UNDP and Battambang province, Kompong Thom province and Preyveng province which funded by the Cambodia Criminal Justice Assistance Project (CCJAP with help from AusAid).

### Output

#### a. Legal Aid:

- o 0 of cases open 1/1/8
- o 59 of cases open 31/12/8
- o 99 of new cases in 2008
- o 99 of clients
- o 99 of women
- o 99 civil cases

#### b. Advocacy:

- o topics: Workshop on constraints and lessons learned during the course of implementation of Legal Representation Services for Women. Originally the workshop was supposed to be held in December 2008. All information and documents necessary for the workshop were collected in 2008. However, the workshop was delayed until February 11, 2009.

- actions: In the workshop all concerned stakeholders were invited to attend and encouraged to share ideas and experiences in order to gather joint recommendations submitted to the government for further improvement justice for women in Cambodia.
- c. Trainings:
  - Topics: There is no training program but the project staff in Kampong Speu was invited to provide legal training district women's affairs officials. The training focused on Divorces and Domestic Violence.
  - 5 of training sessions
  - 150 of officials attending

Outcome:

- Women are gradually empowered so that soon or later they can exercise their rights accordingly.
- The project beneficiaries learned to understand some legal concepts the legal procedures through legal representation and consultations.
- Potential clients learned how and where to get appropriate and timely legal access in the provinces.
- The beneficiaries learned to respond to issues or offences they may face, for instance instead of confronting the issues directly they can seek assistance from NGOs.
- Women of divorce party seem not equally protected by the law if they do not have civil status.
- One police officer was detained because he was involved in mediation of criminal offense.
- Rural villagers, esp. women are braver to seek for legal aid.
- Rural villagers, esp. women do not trust local authority; when having problem they come to seek help from NGOs directly.
- Cooperation from NGOs and government institutions.
- Government commitment through fund raising. MOJ from UNDP for victims and MOI from CCJAP for accused. This shows government commitment by supporting legal aid for the poor, especially vulnerable people.
- Clearer laws or published jurisprudence, and law enforcement officers should strengthen their commitment to enforce the laws neutrally and based on a highly ethical professional code of conduct.
- Legal aid NGOs should persuade the government to raise more funds for legal aid programs, and encourage the international community to provide more support to legal aid

Lessons learned (external and internal obstacles)

External

- It is challenging to work with the courts, especially the Kampong Chhnang Court. Some court officials do not want to cooperate with NGOs and are not sufficiently committed to public interests.
- The court procedure is slow.
- Some court officials do not care about cases when the clients have no legal representation.
- The court lack of court administration skills.

- In most divorce case, spouses are cohabitated without civil status. It is hard for the lawyers to help women who seem considered inferior position.

Internal

None

### Capacity Building

#### a. List of trainings

- Project lawyers attended two Joint Working Group Meetings on Women and Children and Land Law Working Group by EWMI.
- 09-12.06.08 Lawyer participated in the Training of The Bar Association of Kingdom of Cambodia on “New Civil code procedure” facilitated by JICA.
- 13.06.08: Lawyer attended Joint Working Group on Women and Children by EWMI
- 10-11.07.08: Lawyer join with EWMI training on “Consultation Skills” at CLEC in Phnom Penh and and as well as attended the Joint Working Group on Women and Children and land law by EWMI
- 21-22.07.08: Training on Case Analysis and Memo Writing at LAC office in Phnom Penh taught by Neil Weinstein, a consultant from EWMI.
- 18-19.08.08: Training on Proposal Writing at LAC office in Phnom Penh taught by Leng Chhay from VBNK.
- 20.08.08: Lawyers attended the Joint Working Group on Women and Children and land law by EWMI
- 21-22.08.08: Training on Witness Interviewing Skills at World Vision supported by EWMI. Got some way to interview witness and client for use in work.
- 22.08.08: Lawyer joins Land Law working group at EWMI Phnom Penh.
- 28-29.08.08: Legal Assistant Training on Investigation Skills at LAC office Phnom Penh on Witness Interviewing Skill at LAC Office by Neil Weinstein, a consultant from EWMI.
- 20- 24 December, 2008 Mr. Kao Dyna, the Women’s Justice Program Manager attended Legal Aid and Lao Bar Association conference in Vientiane, LAOS.

### **3. Monitoring & Evaluation**

- Top management or respective program managers go to the felds or provinces to follow up the project activities to ensure that the activities are met with planning schedule or they reach the objective of the program.
- Regular monthly and quarterly reports are made.
- Regular monthly and quartly meeting among the program managers and project managers and implementing staff to exchange experience about their project implementation.
- Supervisory Board Meetings – 2 x in 2008
- General Staff Meeting – 1 x in 2008
- Legal Staff Meeting – 4 x in 2008
- MT meetings – 12 x in 2008
- Directors meetings – 26 x in 2008

- Program meetings - monthly and/or quarterly
- Project meetings - weekly

As part of the LAC Strategy 2009-2011 LAC agreed to develop and adopt a proper M&E system for 2009-2011.

Evaluation of the Kandal Model Court has taken place in 2008. For 2009, 2 project evaluations are planned.

## **4. Organizational Development**

### **4.1 Restructure of LAC**

Restructuring of LAC started in 2007 when all child justice related projects were merged into the Child Justice Program. LAC was further restructured in 2008 and all activities were organized in 3 specialized programs and our core business, general legal services.

### **4.2 Launch of new Women's Justice Program**

A new Women's Justice Program was launched in 2008 by the Program Manager Mr. Kao Dyna. Projects were set up and sponsored by CCJAP (AusAid), UNDP and OSI.

### **4.3 Governing Board**

The Supervisory Board of LAC was also renewed with 4 new and active members who reside in Cambodia, making the communications between the Board and the Executive Director easier.

### **4.4 Directors**

Formerly the Directors were elected by the LAC staff. This system was abandoned in 2007 when the new Statutes were adopted. Under the new Statutes the Supervisory Board selects the Executive Director and the Executive Director selects the Legal Director and Admin & HR Director. LAC is currently in a transition phase from the old to the new system. The Legal Director and Admin & HR Director were both replaced in 2008. The Executive Director will be replaced in 2009. The new Executive Director was already selected by the Board in 2008. The change will take place beginning 2009.

### **4.5 MT**

In 2007 the MT was established. In 2008 the MT held 12 monthly meetings where management issues were discussed between the Program Managers and the Directors. The Finance Manager is also a member of the MT.

### **4.6 Policies**

In 2008 the management worked very hard to revise and adopt new policies that will help LAC to implement its mission in a more effective way:

- Financial Policy was revised and adopted by the Supervisory Board on 23 July 2008
- Revised Internal Regulations were approved of by the Supervisory Board on 23 July 2008
- A new Child Protection Policy was approved of by the Supervisory Board on 23 July 2008
- Salary scales were developed in 2008 (and approved on 19 January 2009).

#### 4.7 Strategy 2009-2011

LAC developed a new strategy for 2009-2011. Although the former strategy was developed for 2006-2009, LAC decided to re-strategize due to many internal and external changes. The internal changes are described in this chapter. The external changes are e.g. the fact that NOVIB has indicated they will stop their funding in 2010 due to a change of their strategy. NOVIB has communicated this to LAC end of 2006 and since then LAC is preparing itself to continue without NOVIB support. Drafting a new strategy was part of this preparation.

#### 4.8 Management Advisor

The OD work was facilitated by Ms. Dorine V. van der Keur, sponsored by ICCO in The Netherlands. She worked for 3 to 4 days per week in 2008 to help LAC with OD and legal advocacy issues.

### 5. Staff of Legal Aid of Cambodia

At the end of 2008 LAC implemented its program with :

97 staff members ----- 41 %female

Including:

3 Directors ----- 33% female

7 MT members ----- 14% female

1 Directors' advisor ----- 100% female

1 Directors' assistant ----- 0% female

42 lawyers ----- 45% female

During 2008 some new LAC staffs are recruited for new positions, some of them are promoted / rotated based on the needs as well as encouraging and giving opportunity to build their capacity and experience and some of them have resigned.

#### 5.1 Newly recruited staff members

Based on the need in implementing the core activities and the projects, a number of human resources have been recruited as the following:

- On February 07, 2008, Mr. Neang Ti Ten is recruited to work as legal assistant to the Kandal Model Court project.
- On February 07, 2008, Mr. Tauch Sokhor is recruited to work as legal assistant to the Land Law program.

- On March 03, 2008, Mr. Sokun Pidor, lawyer, is recruited to work for the Women Justice Program and head of Battambang branch office.
- On April 01, 2008, Ms. Poeng Kalyan, lawyer, is recruited to work for the Women Justice Program at Kompong Speu branch office.
- On April 01, 2008, Mr. Sengmon Punlok is recruited to work as legal assistant to the Women Justice Program at Kompong Speu branch office.
- On April 01, 2008, Mr. Hong Kun is recruited to work as legal assistant to the Women Justice Program at Kompong Chhnang branch office.
- On April 01, 2008, Ms. Chum Sopha is recruited to work as legal assistant to the Women Justice Program at Siem Reap branch office.
- On May 01, 2008, Mr. Yin Hakley is recruited to work as legal trainer to the Child Justice Program at the LAC Head office.
- On May 06, 2008, Mr. Im Rithea is recruited to work as investigator for the Rattanakiri branch office.
- On June 02, 2008, Ms. Soeun Sophaninta is recruited to work as receptionist for the Rattanakiri branch office.
- On June 20, 2008, Mrs. Kan Kiriya, lawyer, is recruited to work for the CC2 prison project in the Child Justice Program at LAC Head office.
- On June 23, 2008, Mr. Soeung MonVichet is recruited to work as Directors' Assistant based in the LAC Head office.
- On July 01, 2008, Mr. Var Monika is recruited to work as legal assistant to the Child Justice Program at the LAC Head office.
- On August 01, 2008, Mrs. Mon Vimeanchampa, lawyer, is recruited to work for the CC2 prison project in the Child Justice Program at LAC Head office.
- On August 01, 2008, Mr. Samrith Pisith, lawyer, is recruited to work for the Kandal Model Court project at Kandal branch office.
- On August 01, 2008, Mr. Ly Kosal, lawyer, is recruited to work as the head of Koh Kong branch office.
- On August 18, 2008, Mr. Ngeb Nin is recruited to work as investigator for the Child Justice Program at the LAC Head office.
- On August 21, 2008, Mr. Prak Sihakridh is recruited to work as Administrative and Human Resource Director for LAC head office.
- On September 01, 2008, Mr. Chheng Sovutha is recruited to work as legal assistant to the Child Justice Program.
- On September 08, 2008, Ms. Bin Sophon is recruited to work as investigator for the LAC Banteay Meanchey branch office.
- On November 04, 2008, Mr. Chhim Chan Satianon, lawyer, is recruited to work to the Land Law Program at LAC Head office.
- On December 04, 2008, Mr. Choun Phirun is recruited to work as investigator for the Women Justice Program at Battambang branch office.
- On December 15, 2008, Mr. Chan Rapisith, lawyer, is recruited to work for the Women Justice Program at LAC head office.
- On December 22, 2008, Mr. Ouk Kimleng, lawyer, is recruited to work as Legal Director based in LAC head office.

## 5.2 Staff rotation/internal promotion

Based on the need from the core activities and the units a several staffs are required to change their offices and position.

- On January 02, 2008, Mr. Mao Sary, lawyer to LAC Rattanakiri branch Office was promoted as the head of the LAC Rattanakiri branch Office.
- On January 08, 2008, Mrs. Teng Rithyvorn, lawyer to the Child Justice Program is rotated to work for the General Lawyer unit at LAC head office.
- On March 03, 2008, Mrs. Chheung Chantha, lawyer to the General Lawyer unit was transferred to work for the Khmer Rouge Tribunal project.
- On March 03, 2008, Mr. Chum Chinith, Directors' assistant was transferred to work as legal assistant for the Khmer Rouge Tribunal project.
- On March 07, 2008, Mr. Tep Neth, project coordinator to Child Justice Program to LAC was promoted as the project manager in Child Justice Program.
- On April 01, 2008, Mr. Kao Dyna, project coordinator to CC2 prison project of the Child Justice Program was promoted as Women Justice Program manager.
- On April 01, 2008, Ms. Try Samros, lawyer to CC2 prison project of the Child Justice Program was promoted as the Project manager.
- On April 09, 2008, Mr. Long Salux, lawyer to the Child Justice Program was transferred to work as lawyer and head of branch office based in Sihanouk province.
- On July 01, 2008, Mrs. Hok Meng Eam, lawyer to the Child Justice Program was transferred to work for the Women Justice Program as head of branch office based in Kompong Chhnang province.
- On July 01, 2008, Ms. Reach Chantheng, lawyer to the Women Justice Program and head of Kompong Chhnang branch office is rotated to work for the General Lawyer unit at LAC head office.
- On August 01<sup>st</sup>, 2008, Ms. Hang Sreymom, cashier to LAC Head Office was promoted as a financial assistant in the Preventing Violence Against Children project of Child Justice Program.
- On August 01, 2008, Mr. Tep Sovann, lawyer and head of the LAC Koh Kong branch office was transferred to work for the Women Justice Program based in Siem Reap province.
- On October 02, 2008, Mr. Ny Chandy, lawyer and head of the Kandal Model Court project, is transferred to work for Khmer Rouge Tribunal project.
- On October 02, 2008, Mr. Diep Kuylam, lawyer to the Land Law Program was transferred to work as lawyer and head of branch office in Kandal Model Court project based in Kandal province.
- On November 24, 2008, Mr. Sokun Pidor, lawyer to the LAC Battambang branch office was transferred to work for the Women Justice Program based in Battambang province.
- On December 04, 2008, Ms. Mao Sonikeo, receptionist to LAC Head Office was promoted as the legal assistant in Women Justice Program.

### **5.3 Departing staff members**

In 2008, some staffs have resigned from LAC as the following:

- On May 05, 2008, Mr. Keo Chankosal, investigator to LAC Banteay Meanchey branch office, resigned from his position.
- On June 01, 2008, Ms. Yun Thida, Receptionist to LAC Rattanakiri branch office, resigned from her position.
- On June 06, 2008, Ms. Ung Sileth, lawyer to the Kandal Model Court project in Kandal province, resigned from her position because she moved to stay at Sihanouk Ville.
- On July 01, 2008, Mr. Meas Samnang stopped his work for LAC due to the fact that his mandate and contract ended of his position as the Administrative and Human Resources Director.
- On October 30, 2008, Mr. Yeav Sopheavuth, legal assistant to the Child Justice Program, resigned from his position to attend the lawyer training course at BAKC.
- On November 01, 2008, Mr. Ly Sochetra, lawyer to LAC Rattanakiri branch office, resigned from his position to work for LICADHO.
- On December 31, 2008, Mr. Peach Lorn, guard to LAC Head Office, resigned from his position due retirement.
- On December 31, 2008, Mr. You Sovong, guard to LAC Head Office, resigned from his position due to retirement.

### **5.4 Staff Dismissal**

On December 31<sup>st</sup>, 2008, the Directors of LAC terminated Mr. Kim Hor Han, Finance Manager from the position due to underperformance.

### **5.5 Staff Representative Committee**

In accordance with the Statutes and Internal Regulations, LAC established a Staff Representative Committee, aimed at protecting and ensuring that the rights, interests, working conditions of employees and to ensure that their employment contracts and rights are respected.

The three staff representatives were elected during the Annual Staff Conference 2008 in Siem Reap Province and were officially nominated on July 02, 2008. Being presence of this 6-month periods (July to December), the Staff Representative fulfills their roles and duties actively and plays a crucial role in protecting and serving the best interest of the staff.

During this periodic cycle, the staff representative contributed regularly and performed many tasks: including the conduct of an internal meeting among the staff representative members, organizing staff representative and staff meetings, receiving complaints of staff, preparing and submitting intervention letters to the directors, meeting with the directors and program/project managers to find the common resolution, providing staff the most updated information, being an observer in the job interviewing process in the directors' level and other secondary tasks.



## 5.6 Interns & Volunteers

In 2008 we had 4 US summer interns:

- Alex Freeburg worked for 2 months with the Land Law Program
- Blake Trettien worked for 2 months with the Child Justice Program
- Emily Keehn worked for 2 months with the Women's Justice Program
- Carrie Garber worked for 2 months with the Kandal Model Court Project

And 5 other interns that worked with LAC in 2008:

- Sangeeta Bedi from the UK volunteered for 4 weeks with the Child Justice Program
- Sandra Byrne from Ireland volunteered for 4 months with the Child Justice Program
- Simon Thompson from The Netherlands interned for 3 months with the management of LAC
- Maggie Maloney from Australia interned for 2 months with the Women's Justice Program
- Audrey Roelandt from France worked 2 months for Child Justice Program in 2008 and will continue in 2009 to volunteer.

There are also a several Khmer volunteers who worked at LAC in 2008:

- Mak Phat volunteered from August 2008 to February 2009 with the Correction Center 2 project (CC2 project)
- Reach Hokseng volunteered from September 2008 to March 2009 with the Women's Justice Program
- Sarunny Chetra volunteered from September till December 2008 as the receptionist at LAC Head Office
- Meak Von volunteered from July 2008 till present with the Land Law Program
- Pun Chanrak volunteered from July 2008 till present with the Land Law Program
- Hun Thahort volunteered from July 2008 till present with the General Lawyer Unit.
- Ly Sokha volunteered from August 2008 till present with the Khmer Rouge Tribunal project

- Sarunny Satiaya volunteered from October 2008 till present with the Child Justice Program

## **6. Financial report**

See appendix for Financial Audit and Financial Report 2008.

## 7. General Information

### 7.1 Offices

Legal Aid of Cambodia (LAC) is a non-profit, Khmer administered and non-governmental organization. LAC was founded in 1995. LAC's head office is located in Phnom Penh. Besides from the head office there are 9 branch offices of LAC throughout Cambodia:

- Battambang
- Banteay Meanchey
- Kampong Chhnang
- Kampong Speu
- Kandal
- Koh Kong
- Rattanakiri
- Siem Reap
- Sihanouk-ville

Please see the map which indicated 10 LAC offices throughout Cambodia:



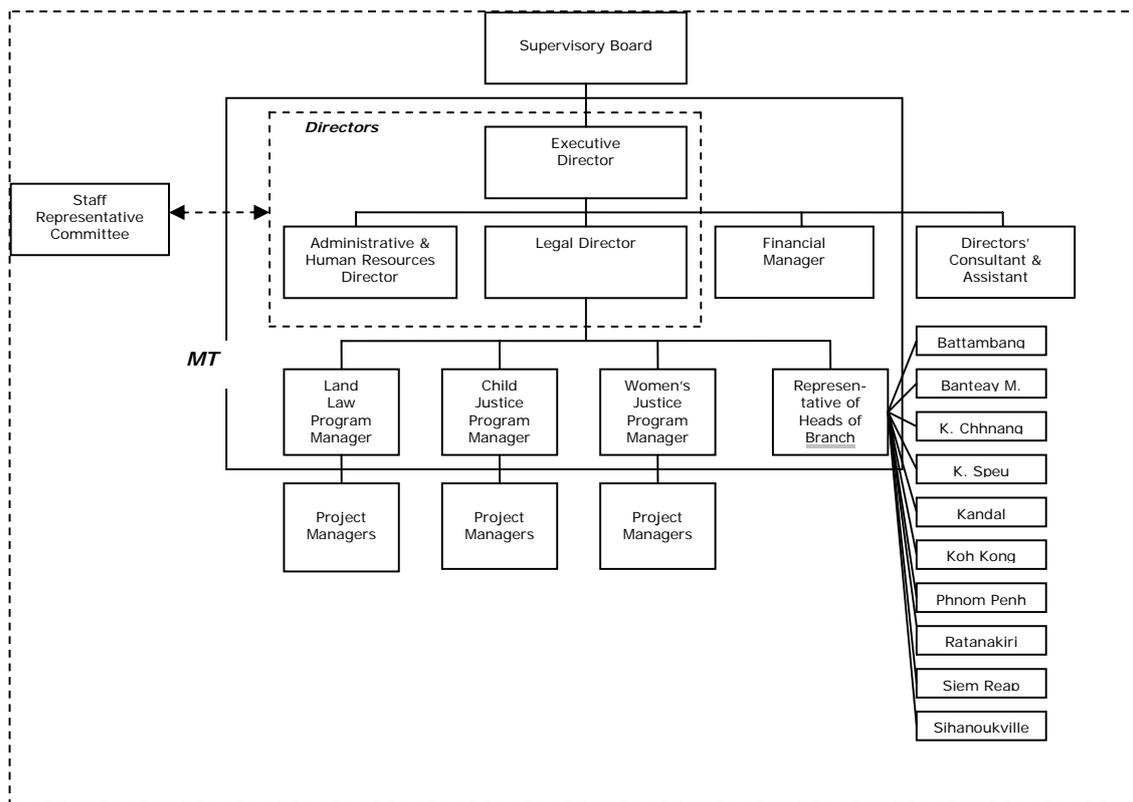
## 7.2 Structure of LAC

LAC is governed by the Supervisory Board, managed by the Directors and MT and implemented by the general lawyers and by the staffs.

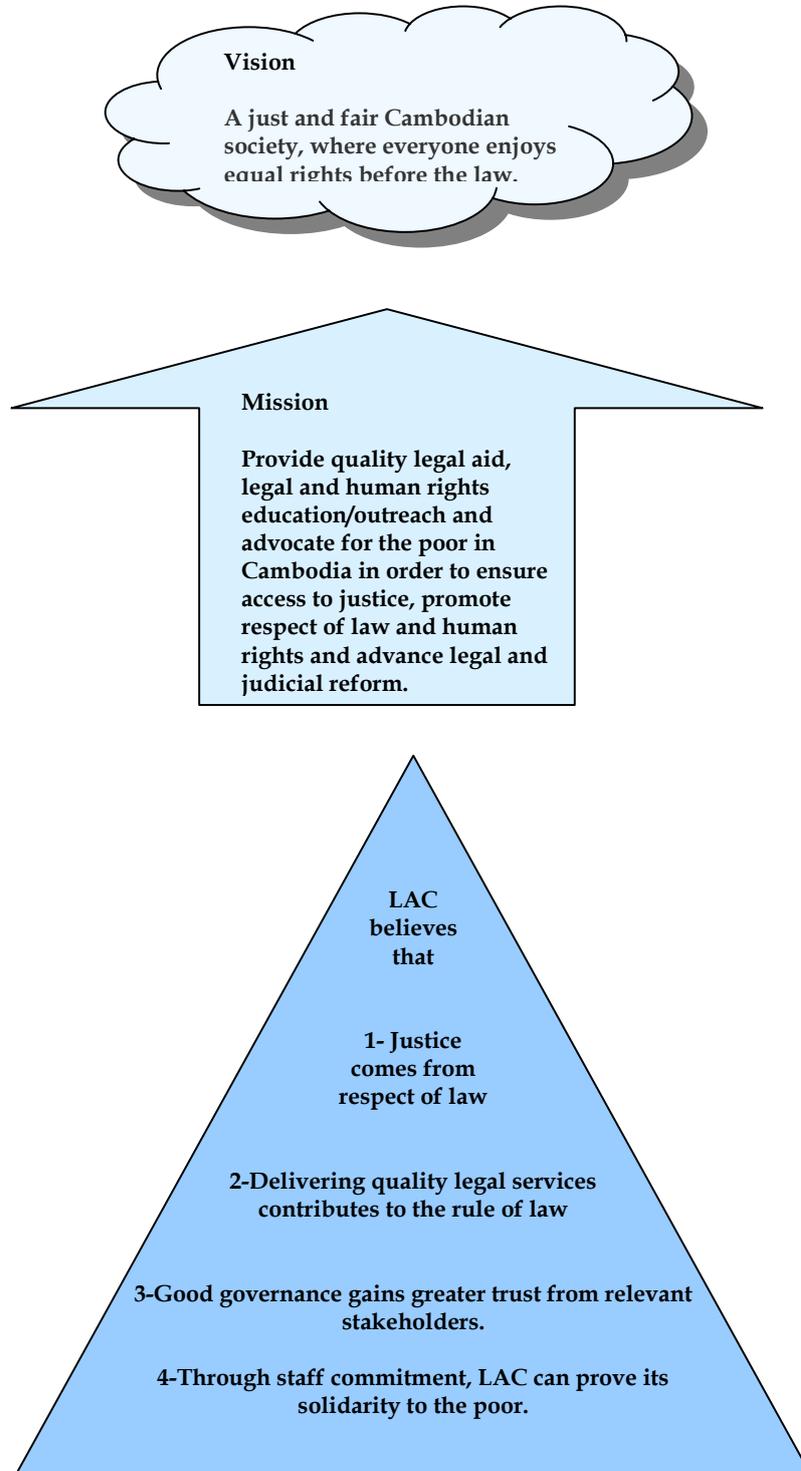
LAC has carried out the following programs:

1. General Legal Aid Program
  - a. General Legal Aid Service
  - b. Model Court Project
  - c. Civil Party and Victims of the Khmer rouge project;
 Plus 3 specialized programs;
2. Child Justice Program
3. Land Law Program
4. Women's Justice Program

LAC's work is structured as follows:

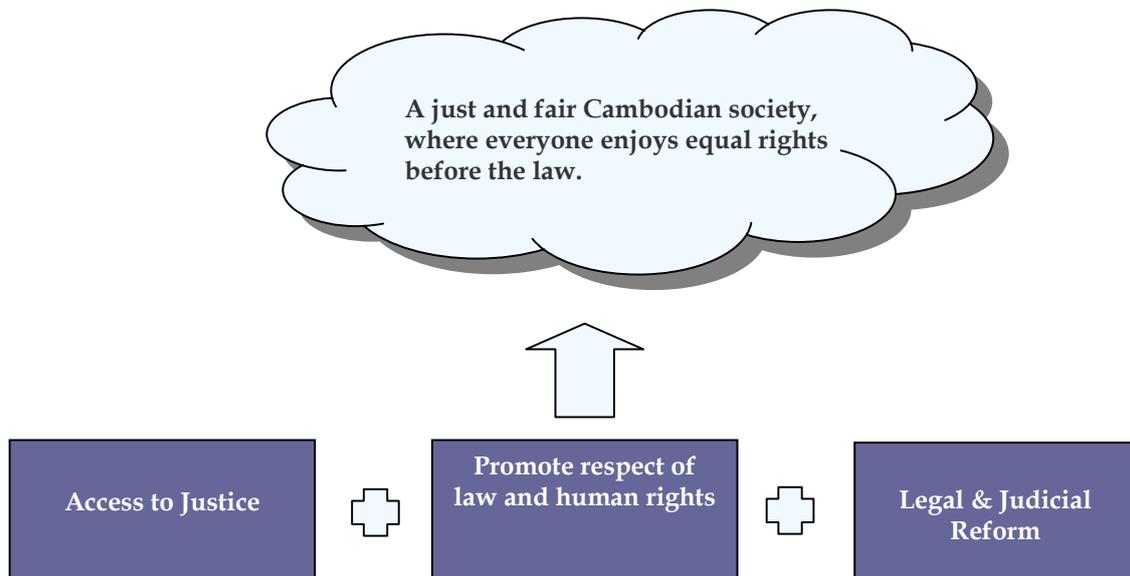


## 8. LAC Mission and Vision



## 9. LAC Strategic Objectives

- b. Ensure poor people have *access to justice*
  - Provide legal aid in/outside court by qualified LAC lawyers
  - Identify and raising advocacy issues regarding access to justice for the poor
  
- b. *Promote respect of laws and human rights* in Cambodia
  - Build awareness in communities about their legal rights and laws
  - Build capacity of law enforcement officers so that laws are properly implemented
  - Identify and raising advocacy issues regarding law implementation
  
- c. *Legal and judicial reform* is strengthened through *advocacy by and for the poor*
  - Advocate for pro-poor policies and legal frameworks
  - Empower poor people to advocate for their rights



## 10. Donors

LAC is received core-funding from NOVIB and OSI for 2008. Asides from the core funding we received project funding from:

1. Canadian International Development Agency Fund (CIDA) has provided grant to LAC to implement Land Projects
2. Cambodia Criminal Justice Assistance Project (CCJAP), has provided grant to LAC to implement the Women Justice Projects.
3. Finnish Embassy has provided grant to LAC to implement the Land Rights Project;
4. German Development Service(DED) has provided grant to LAC to implement the the Khmer Rouge Tribunal Project;
5. European Union (EU) has provided grant to LAC to impalement the Child Justice Projects;
6. East-West Management Institute (EWMI/USAID) has provided grant to LAC to implement the Land Rights Project, Child Justice and Model Court Projects;
7. EveryChild (DFID) and Save the Children Norway (SCN) have provided grants to LAC to implement the Child Justice Projects;
8. The United Nations Children's Fund (UNICEF) has provided grants to LAC to implement the Child Justice Project.
9. Interchurch Organization for Development Co-operation (ICCO) and Lawyer for Lawyer have provided grant to support and strengthen organization development;
10. International Bridge to Justice (IBJ) has provided grant to LAC to implement Land Rights Project;
11. United Nations Development Programme (UNDP) has provided funding support to LAC to implement the Women Justice Projects;
12. Oxfam Novib and Open Society Institute (OSI) have provided core funding supports to LAC.
13. US Embassy has provided grant to LAC to implement General Lawyer Program.

## 11. LAC Governing Board and Management Team

### 11.1 Supervisory Board

Mr. Nick Rine	E-mail: <a href="mailto:nickrine@umich.edu">nickrine@umich.edu</a>
Mr. Graeme Storer	E-mail: <a href="mailto:graeme.storer@online.com.kh">graeme.storer@online.com.kh</a>
Ms. Chim Manavy	E-mail: <a href="mailto:ma@open.org.kh">ma@open.org.kh</a>
Mr. Touch Bora	E-mail: <a href="mailto:bora.touch@legalaid.nsw.gov.au">bora.touch@legalaid.nsw.gov.au</a>
Mr. Francis James	E-mail: <a href="mailto:francis.james@undp.org">francis.james@undp.org</a>
Mr. Judd Iversen	E-mail: <a href="mailto:jciversen@yahoo.com">jciversen@yahoo.com</a>
Ms. Isabel Calvert	E-mail: <a href="mailto:isabel_calvert@bigpond.com">isabel_calvert@bigpond.com</a>
Mr. Prof. Sun Channdara Wuddh	E-mail: <a href="mailto:wuddh@mobitel.com.kh">wuddh@mobitel.com.kh</a>
Mr. Thun Saray	E-mail: <a href="mailto:saray@online.com.kh">saray@online.com.kh</a>

### 11.2 Management Team

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