

WOMYN'S AGENDA FOR CHANGE

ANNUAL REPORT

JULY 2006 - JUNE 2007



The Women's Agenda for Change (WAC) was established in 2000 to address gender inequality and marginalise women. Gender equality is a key focus on a critique of development promoted by the international community. Initially WAC was a project who was also the coordinator of the past six years, a major organisation has been building the operations and education on development exposure and education on development NGO, moving from OHK management procedures, broadening of donor base and this point. This phase of WAC's development of day to day expatriate director involvement approach was carried out of the duration of 12 months.

Institutional objectives
WAC activities seek to address gender inequality through a mix of education, solidarity with policy makers, the public and facilitate major changes that WAC activities will have the space and voice and women, sex workers, garment workers to achieve sustainable development.

? The general Cambodian context is posed by the WTO and responsible for producing goods and services.

ABOUT CAMBODIA...



GEOGRAPHY

CAMBODIA

Area: *total:* 181,035 sq km
land: 176,520 sq km
water: 4,520 sq km

Land boundaries: *total:* 2,572 km
Border countries: Laos – 541 km, Thailand – 803 km, Vietnam – 1,228 km

Land use: *arable land:* 20.44%
permanence crops: 0.59%
other: 78.97% (2005 est.)

PEOPLE

CAMBODIA

Population: *total:* 13,881,427 (July 2006 est.)

Age structure: *0-14 years:* 35.6% (male: 2,497,595/female: 2,447,754)
15-64 years: 61% (male: 4,094,946/female: 4,370,159)
65+ years: 3.4% (male: 180,432/female: 290,541) (2006 est.)

Median age: *total:* 20.6 years
male: 19.9 years
female: 21.4 years (2006 est.)

Population growth

rate: 1.78% (2006 est.)

Infant mortality

rate: *total:* 68.78 deaths/1,000 live births
male: 77.35 deaths/1,000 live births
female: 59.84 deaths/1,000 live births (2006 est.)

HIV/AIDS: *adult prevalence rate:* 2.6%
people living with HIV/AIDS: 170,000
deaths: 15,000 (2003 est.)

ECONOMY
CAMBODIA

GDP: *purchasing:* \$30.65 billion
official exchange rate: \$4,729 billion
real growth rate: 6%
per capita (PPP): \$2,200 (2005 est.)

GDP – composition

by sector: *agriculture:* 35%
industry: 30%
services: 35% (2004 est.)

Labour force: 7 million (2003 est.)

Industries: garments, textiles, rice milling, fishing, wood and wood products, rubber, cement, gem mining

Industrial production

Growth rate: 22% (2002 est.)

Exports: \$2,663 billion f.o.b. (2005 est.)

Exports – commodities: clothing, footwear, timber, rubber, rice, fish, tobacco

Exports partners: US - 59.7%, Germany - 10.4%, Vietnam - 4.7%, UK - 4.6% (2005 est.)

Imports: \$3,538 billion f.o.b. (2005 est.)

Imports – commodities: petroleum products, cigarettes, gold, construction materials, machinery, motor vehicles, pharmaceutical products

Import partners: Thailand 24.6%, China 14.4%, Hong Kong 13.4%, Vietnam 11.3%, Taiwan 8.7%, Singapore 8.1%, South Korea 4.1% (2005 est.)

Current account

balance: (-\$166) billion (2005 est.)

Debt – external: \$800 million (2003 est.)

ABOUT WAC...

OUR MISSION

WOMYN'S AGENDA FOR CHANGE



The mission of WAC is to **empower** and **advocate** women; sex workers, garment workers, migrants, rural farmers and other marginalised groups through assisting grass-roots people in their rights to be heard, access to information, access to social services and a right to earn a sustainable living which will lead to **social change** and **equality** in all aspects of their lives.

WAC activities aim to improve the lives of women. This is done through high-level critique of broad development policy objectives and empowering women with knowledge that can be used collectively to make a difference to their livelihoods.



WAC aims to help support the work of Cambodian women in four crucial areas – creating sustainable livelihoods, improving and accessing social services, ensuring life and security, and being heard. While all our activities are undertaken with the goal of gender equality in mind, in our own internal process of evolution, we have become more mindful of the importance of the voices of the members of all grassroots communities such as farmers.

WAC aims to provide an alternative to the mainstream

approaches by bringing women into the empowerment process, rather than developing only the capacity of NGOs in Cambodia. We envisage women speaking with their own voices in conferences and gatherings at all levels, rather than being represented by middle-class NGO staff.

WAC works to facilitate links between women on the grassroots level, to involve women and incorporate gender issues into technical projects such as credit, irrigation and agriculture, and in the various organizations which women are part of.

WAC seeks to influence national policy, primarily through engagement with selected government ministries including the Cambodian Parliament and the Ministry of Women's and Veteran's Affairs, whilst working within the existing gender and development networks. WAC also uses its

extensive community networks to conduct studies and fieldwork which enrich the understanding of gender issues and help provide a picture of the concerns of Cambodian women.

WAC'S HISTORY

WOMYN'S AGENDA FOR CHANGE

The Womyn's Agenda For Change (WAC) was conceived in 1999 as a project aimed to empower marginalised groups of women, particularly sex workers, migrant workers and rural farming women. Gender equality has always been the principal aim of all WAC activities. Added to this is a focus on a critique of the nature of development initiatives, particularly the neo-liberal agenda promoted by the institutions such as USAID, the World Bank and International Monetary Fund. Initially WAC was a project of Oxfam Hong Kong, it was designed and conceived by an expatriate, who was also the coordinator of WAC, until a handover in August 2006.

Over the past six years, a major focus has been to build the capability of the staff. The organisation has retained a significant core of committed local staff and a core component of the operations has been building their capacity to be able to deliver on all aspects of the program, exposure and education on development and political alternatives. WAC became an independent NGO, moving from OHK management in July 2004. Consolidation of internal management and procedures, broadening of donor base and expansion of networks and alliances continued from this point. This phase of WAC's development is a localisation of management and a withdrawal of day to day expatriate director involvement in the program. This process and innovative approach was carried out of the duration of 12 months.

Institutional objectives

WAC activities seek to address gender inequality, the nature of development and privilege of male power in Cambodian society. To this end, WAC seeks to empower the groups that we work with through a mix of education, solidarity building activities, providing spaces for interaction with policy makers, the public and facilitating their participation at international forums. The major changes that WAC activities attempt to achieve are:

♀ Women, sex workers, garment workers, migrants, rural farmers and other marginalised groups will have the space and voice and knowledge of their rights under Cambodian law that will enable them to achieve sustainable livelihoods, access to social services, right to life and security and the right to be heard.

♀ The general cambodian public will develop a consciousness about the blocks and barriers posed by the wto rules and regulations that actually destroys the ability of farmers and small holding farmers to even grow produce and survive as they did previously, leading to an increase in responsible consumption among cambodian people in support of local products and produce.

♀ Grassroots people, particularly rural farmers, will be better informed of the conditions of loans and/or liberated from debts owed to ngo's/finance institutions operating micro credit or at the very least be subjected only to very low rates of interest (5% per year) through the implementation of laws against usury and regulating micro credit, leading to the achievement of sustainable livelihoods, less need to migrate to sell labour, and hope for the future.

♀ Grassroots people will have the knowledge to challenge the current development hegemony

enabling them to organise and effect social change so that they achieve better control over the direction development takes in cambodia how it impacts their lives.

♀ Women will know about their rights under cambodian law to challenge dominant masculine hegemonic power in all its forms and assist others in removing a major impediment to the advancement of women and equality in many societies – violence – leading to the achievement of a semblance of equality.

♀ Cambodian people will have access to information and knowledge about themselves and cambodian society as a whole in context of the impact of neoliberal economics, what is happening to people's lives and livelihoods: the monitoring of impacts, trends, changes and issues, such as changing working conditions, increase in gang rape via a solid base of publications that provide analysis, history and documentation through continuous monitoring efforts necessary for effecting self reflexive thought in achieving gender social change and decreased discrimination.

Fields of activity

While WAC is based in Phnom Penh Cambodia, its work spans many provinces in the country and external interactions attempt to influence broad international and development policy. The current focus of most WAC activities is Phnom Penh, but frequent provincial engagements have built a significant level of familiarity in numerous provinces.

Strategic positioning

Cambodia is emerging, relatively recently re-integrated into the world economy. The country is highly dependent on international aid and development agencies

often augment basic social services that the government is unable to provide. WAC's work is skewed towards assisting grass roots women. In the past six years WAC has worked closely with members of the Cambodian Parliament to provide context and grass roots input into the development of policy and government operations. WAC also works within the development community in Cambodia to raise awareness of organisational responsibilities, gender, international policy and the links to the development of Cambodia. In this sense WAC is unique as it occupies a unique position of trust amongst the groups it works with, the government of Cambodia and local and international NGO's. WAC's point of analysis is also unique, as many local NGO's do not consider the social or political context that they work in.

WAC has always listened to the needs of grass roots women. From a participatory process where these voices are given space to be heard, valued, analysed and placed in a wider context, WAC has built strong rapport with a wide range and large number of Cambodian women. By working to build solidarity and educate women about the causes and forces that perpetuate these inequalities and injustices, we have been able to assist grass roots women to develop alternative strategies and campaigns to challenge the status quo. Further, we have carried our

analysis and facilitated the representation of Cambodian women at high level and international forums that can make a lasting difference to policy that will uphold their human rights. WAC's broad base of policy and high level interactions ensures that the voices and concerns of these women are heard at many different levels and appropriate policy recommendations and actions can be implemented. Also, by continuing to be engaged in diverse international networks and debates, WAC will undertake cutting edge analysis for the situation of the poor in Cambodia that will be given to the grass roots groups that WAC works with and international networks and campaigns.

KEY ACHIEVEMENTS IN 2006-07

WOMYN'S AGENDA FOR CHANGE

WAC has been involved in major campaigns for labour rights such as the Olympic Brand Campaign, Oxfam's labour wedge of the Make Trade Fair Campaign, various campaigns fighting for recognition that 'sex work is work' amongst others. WAC has been involved in a number of Jubilee South Campaigns against international finance institutions, campaigns for the human rights of Sex Workers – particularly in relation to clinical trials of drugs and access to ARVs, reconstruction and neo-liberal empire building with Focus on the

Global South and at World Social Forums.

WAC has also facilitated the learning of Sex and Garment Workers on basic rights and their involvement in international forums. WAC has also assisted these groups to participate in critique of draft laws that will severely curtail their working conditions and human rights. WAC has encouraged the development of solidarity amongst these groups for their mutual benefit, improvement of their livelihoods, opportunities and strength.

All of these activities have led to the development of grass roots networks that have provided basic services for not only the target groups but surrounding communities. Draft laws have been modified, removing some clauses that would have negatively affected the rights of women. The voices of marginalised women have been heard in diverse domestic and international forums. Finally, the implementation of ethical clinical drug trials amongst groups, such as women sex workers, in the developing world has come under international review and new guidelines for community involvement and participation have been designed.

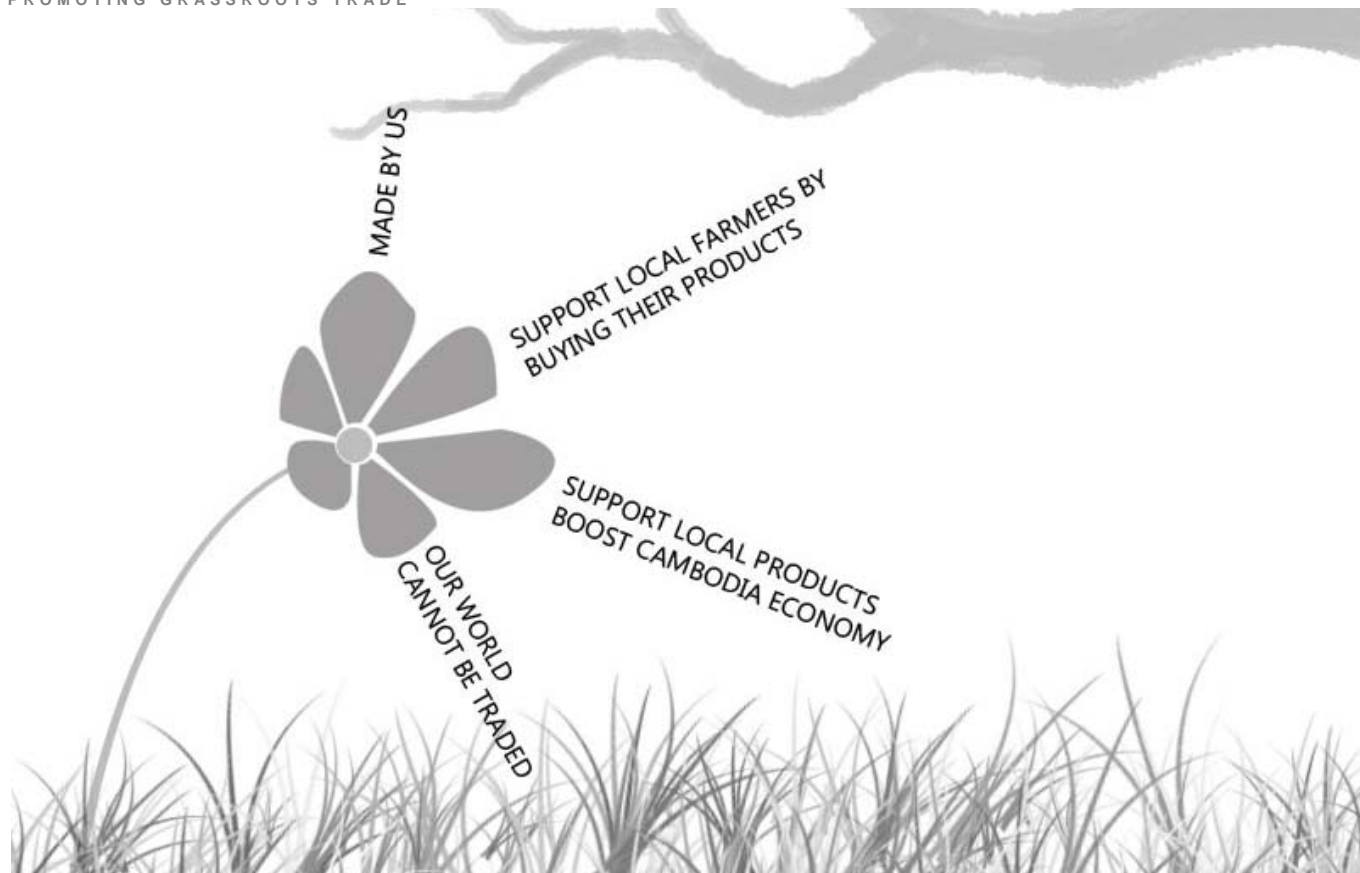


PROMOTING GRASSROOTS TRADE



GENDER EQUITY AND EQUALITY IN LIVELIHOOD

PROMOTING GRASSROOTS TRADE



Gender equity and equality in livelihood concerns improved opportunities and better working conditions for people.

APNSW REGIONAL WORKSHOP

APNSW designed the two-year strategic plan to address the issues of sex worker rights, violence on sex workers and the advocacy activities. In the process of designing the plan for the regional network, there was an organisational assessment to see the needs of each members organisation and what challenges they face in reaching for support from regional network. The network also discussed about expanding its activities to the

countries where there are restriction on sex work and weak sex worker organisation. There was proposal for the next meeting to be held in Cambodia and hosted by WAC and WNU, and more sex worker organisations from different countries to participate. This was planned to take place in March 2007.



WAC's continuing partnership with APNSW included support of a regional workshop at which APNSW planned a campaign against new UNAIDS/UNFPA sex work policies. These policies plan to replace the global focus of HIV interventions for sex workers from the present policy of working with sex workers to address their vulnerabilities to HIV with an anti-prostitution focus where HIV money and programs will instead focus on reducing poor women's vulnerabilities to becoming sex workers. WAC was part of a coalition, and provided support to APNSW which lobbied the UNAIDS board to reverse the policy. This coalition was successful and the policy is the first UNAIDS policy ever to be

reversed by the UNAIDS board.

APNSW expressed how important the role of WAC in term of provide support: space for the meeting, assisting with financial records, logistic support for the workshops; it is important because sex workers organisations do not have a large spending and this support help them a lot. Beside, each time the workshop is organised in Cambodia, it gives great opportunity for the members of WNU to participate in larger numbers to learn and know more about the regional works.

CAMPAIGN ON SPORTSWEAR AND SUPERTEX CASE

Sportswear and Supertex is a Hong Kong owned factory which produces largely for LEE brand of the VF group. After the Multi Fiber Arrangement ended in 2004, many workers who are paid on piece rate based have seen their wage decline due to the production price continue to fall from time to time. Early 2006, the federation and union (National Union of Cambodia Worker) and workers in Sportswear and Supertex became the negotiation with employers to improve the working conditions and demand a minimum wage payment for workers in the packaging section. Even after the labour dispute department of the Labour Ministry and the arbitration council of Cambodia ruled over the complain in favour of workers and ordered employer to comply with union's demand, the employer did not do so. After a launch of strike for three days, employers locked the workers out and dismissed 33 workers who are mainly workers representatives and unionist in the National Union of Cambodian Worker (NUCW).

WAC together with a number of national, regional and international networks such as American Center for International Labour Solidarity (ACILS), Worker's Right Consortium (WRC), United Student Against Sweatshop (USAS), Asian

Transnational (ATNCs) Monitoring Network, Thai Labour Campaign (TLC), worked on the advocacy strategic to demand the employer to re-instate workers back to work and improve working conditions, pay minimum wage to workers. The campaign went well with active participation from organisations in the region and in the North.

The dismissed workers together with USAS, TLC wrote down the letter to the brand (LEE) and documented what happen to them. USAS group launching their retailer-store visits and distributed leaflet about conditions in Sportswear and Supertex and demand the brand to pressure the factory to re-instate workers and improve working conditions as demanded by the union and workers.

However, the living conditions of workers had arrived to a point of difficulties after the struggle with no payment for four months. But there were solidarity support from workers in different drop-in-center (DICs) to contribute some money to help with the processes and distributed the flyers of demand to the public. Workers in different DICs also gave thumbprints to demand the Sportswear and Supertex employer to re-instate workers. However, the employer used different strategies to force and threaten workers and the unions to take compensations from the factory after four months of workers struggle. At the end, workers accepted compensation from the employers; the compensation was in complying with the Cambodia labour code and the federation and unions agree to that (even though the three months that workers got no payment wasn't including in the compensation package). The most of the discussions and planning took place in DIC and WAC and there were good solidarity between federation/union and the key activists.

DEMAND FOR FULL COMPENSATION FOR WORKERS AT M&V FACTORY

Similar to the case of Sportswear and Supertex factory, workers at M&V International Manufacturing Ltd. factory was poorly paid because of the price of the production was very low and each worker needs to finish high target. Seventy one workers in the quality control section this factory went on strike to demand for the increase of the wage after unsuccessful negotiation with employer on this issue. The employers had refused a request to increase the piece rate but laid workers off instead. It is crucial that workers demand the entitlements stated in the labour code. Among the 71 workers there was one organiser of WAC mobilised the workers to demand for full package of compensation if they are to be dismissed. They consulted with WAC and WRC staff to ensure that their compensation was correct before agreeing with the employer and as a result workers received full compensation because their united and they are able to develop strategy together among their groups.

After this experience, some of the dismissed workers and the organiser took steps to inform other workers around Meanchey areas through the meetings at the 2 DICs in about their experience of finding strategies to obtain the legal amount of compensation when they were laid off from their factory. WAC also conducted sessions with all the key organisers and active workers in all the seven DICs about what are the entitlement of the workers when they are dismissed, or laid off in order that they could assist workers in their areas by themselves when this similar problem occurs.

INPUT ON THE FILM OF STAR KAMPUCHEA AND THE WORKSHOP WITH THE UNIONS AND FEDERATIONS

WAC and the Messenger band member participated and inputted a film production of Star Kampuchea called "*Sno Masin De*" (Sound of Sewing Machine). The story describes life of the Cambodian garment women workers, the problem of the workers faced, the misunderstanding between worker and employer in the permission process that led to a bigger problem happened. It goes on to tell the problems workers faced in high cost of living in Phnom Penh. Three selective songs of the Messenger were used in the film. The film was launched and shows on TV channel to raise awareness among the public of the conditions and problem workers face. Lately, the Prime Minister, Hun Sen, mentioned about the important message this film carries during a 12th Private Sector meeting held at the Cambodian Development Council.

Star Kampuchea also organised workshops with union and federation leaders on globalisation and garment workers and WAC was invited to present about the strategy used to address the impact of globalisation on workers. The unions and federations were very impressed by the content of WAC presentation and there are a lot of questions raised related to WAC work with women workers and its position on the union. Most of the questions related to the way of WAC work. Why WAC does not work closely with union? Whether it is improved working condition in the factory for worker or not when you do like that? There was confusion about WAC position so that it is a good chance that WAC can talk and debate with them to clarify about the purpose and work of WAC on labour. Union raised that WAC has many resources, person and material, so if WAC has any workshop or other

activities should be sharing and informing to them in order for participating and learning.

CAMPAIGN WITH CLEAN CLOTHES CAMPAIGN (CCC) AND LABOUR BEHIND LABELS (LBL)

At the time of the G8 meeting in Germany, a WAC staff member and a unionist from the Coalition of Cambodian Apparel Workers Democratic Union (C.CAWDU) went on a joint speaking tour in a number of countries in Europe organised by the Clean Clothes Campaign (CCC) and Labour Behind Label. The tour focussed on working conditions in Cambodian garment factories in order to raise awareness among British and European consumers and on networking with other NGOs and trade unions within the garment industry. WAC emphasised the dependence of families in rural areas on the remittances of workers, which leads workers to accept poor working conditions, the worsening workloads, wages and overtime after the end of the MFA, the code of conduct that corporations always use to hide their labour rights violations and the violation of freedom of association. WAC sent the logos from its database to CCC, which checked on the brands sourcing from Cambodia and used the information in the press release for the tour.

A range of meetings was organised with labour NGOs such as One World Action, Action Aid, Traidcraft and Ethical Trading Initiative, and many public meetings were held with fashion design students in different places. The main questions in the different dialogues were what the labour groups or students could do to improve the situation of workers in Cambodia. Consumers can participate in the campaign to improve working conditions, especially when there is a violation of labour rights. Some audiences sought information to use as

evidence of violations when they talked to companies and some worked on strategies they could use to join with the efforts of other groups. The two also were part of a panel at Parliament House along with a parliamentarian. There were also two workshops in Germany during the G8 protest focussing on working conditions in factories in developing countries. The most common reaction from audiences was that the situation in Cambodia is too distant from life in the UK and Europe, and they found it difficult to imagine jobs in a garment factory being the only choice workers have. Through these meetings, WAC and C.CAWDU called for support and action from consumers to improve working conditions in countries like Cambodia.

REGIONAL STRATEGIC MEETING IN CEBU, THE PHILIPPINES

One WAC staff member participated in a regional trade strategic meeting in Cebu, the Philippines, organised in parallel with the ASEAN summit, scheduled for December 2006. The meeting discussed the impact of the WTO and free trade agreements on different countries in Asia. People from Cambodia, the Philippines, India and Thailand shared experiences. As a result of the conference, participants agreed to the strategy of stopping negotiations on the WTO and free trade agreements through actions and campaigns during the World Social Forum in Kenya, the ASEAN summit in Cebu, which had been postponed to January, the WTO meetings in Geneva (at the end of January and in March) and by writing letters to the US trade representative to stop FTA negotiations between the US and other countries.

WAC also spoke in another conference at the same time on ASEAN civil society. In this forum, WAC presented a strategy on how to move forward:

- ❖ Workers rights have to be respected.
- ❖ Solidarity among workers across countries is needed in order to fight for workers' rights and stop exploitation.

Some civil society organisations (CSOs) demanded that CSOs have the right to make decisions during the ASEAN summit because people in the South are affected by the decision that each summit makes. However, another group of CSOs has a different position because, as citizens, we can participate in the meeting.

The ASEAN Summit that was supposed to take place in December was postponed to January 2007 due to a natural disaster in Cebu. Therefore civil society wasn't able to present its position to the summit. But in fact the Philippines government was concerned about the action of CSOs from the region.

IMPACT OF ECONOMIC GLOBALISATION ON WOMEN'S WORK AND EMPOWERMENT WORKSHOP

Two WAC staff were invited as speakers in Action Aid Pakistan regional conference on "Impact of Economic Globalisation on Women's Work and Empowerment Issues". Most speakers from Asia were talking about how globalisation impacts workers in the factory, the conditionality of loan, privatisation and liberalisation, and how these affect the life of poor people. The outcomes from the discussion at the conference were put forward to the Ministry of Labour in Pakistan for consideration about improving workers situation.

After the workshop, WAC shared with women workers groups in Pakistan, Women Help Line, more in depth about the life of as a woman worker, how society view workers and conditions in garment industry in Cambodia and found

out the issue workers from country to country faced are very similar and as woman, they have to fight many obstacles to remains in work, their family, tradition, social judgement and their own self. WAC also shared about the conditions of the Export Processing Zones (EPZs) in Cambodia, which is in the development plan of the Cambodian government, with the coordinator of the EPZs in Pakistan and president of Labour Party in Pakistan.

ATNC LABOUR SOLIDARITY ROUNDTABLE

Two WAC staff attended the labour solidarity roundtable meeting in Hong Kong initiated by the Asian Trans-National Corporations (ATNC) Monitoring Network of the Asian Monitor Resource Centre (AMRC). In this roundtable, labour organisations and union organisers from all over Asia discussed campaign strategies to tackle Asian trans-national corporations (TNCs) in the garment, electronics and automobile sectors. A one-year action plan was designed to address the problems identified by each country. There was also discussion of a proposed ANTC statement aiming to protect workers' rights in Asian TNCs' factories.

WORKSHOP ON LOCAL PRODUCTS AND CONSUMER PURCHASES

WAC conducted awareness raising sessions with women garment workers, sex workers, farmers as well as consumers (who involved in the first phase of the research) on local and imported products volume, how local producers impacts by imported products that sell at cheap price on the market. Participants are impressed about WAC project to promote local products as a mean to help improve the livelihood of rural farmers but:

The difficulties raise is related to

the option in buying products for the family consumption is based on their income level. Women workers and sex workers earn little income and they are very difficult to support local products because they are usually more expensive than imported one. However, when connecting the issues of farmers, who are ultimately the family of garment workers and sex workers, in finding market for their products they feels that it is important that they involve in the advocacy efforts for Cambodian people to buy local products.

The consumers and sellers at the market who were targeted for the survey on the local products have more general understanding about the impacts of imported products on their health because they believe that the product, fruits and vegetable are grown with high chemical fertilizer and pesticide inputs. Few participants in the survey aware that because of free market and not restriction at the border that allow imported product to be able to sell at cheap price thus destroy the capacity of local farmers in their growing and making livelihood from agriculture and their farm work.

WAC PRODUCED INFORMATION EDUCATION AND COMMUNICATION (IEC) MATERIALS FOCUSING ON TRADE

- 200 scarves and distributed to participants of the research, "Increasing local cultivations boost national economy"
- Information sheet contents information about free trade and its impacts local producers in third world country like Cambodia was produced and distributed to consumers and sellers who were interviewed for the research about local products in markets in Phnom Penh, Kandal and Kampong Cham province. It goes together with the scarf carrying message to promote local products.
- 300 t-shirts to support 3 boats rowers during the Water Festival,

with the message, "Support Cambodia's Farmers by Buying Their Products".

WAC took part in the campaign to oppose the trade talk at the WTO by sending banner to join in the rally against the mini-ministerial meeting in Geneva organised by Focus on the Global South and the regional trade coalition. Our banner, "Just Say NO to WTO" in both English and Khmer version were among the other banners during the rally opposing the World Trade Organisation mini-ministerial meeting that further discuss trade talk which hamper on the livelihood of farmers and workers in third world countries in particular. Up until this stage, WAC is still one of the rare NGOs in Cambodia who takes up the issue of WTO and bring up the concerns on how trade liberalisation model affect people livelihood.

WAC INPUT ON TRADE STATEMENT FOR THE CAMBODIAN DEVELOPMENT COOPERATION FORUM (CDCF)

WAC has been working on trade issues through Trade and Economic Development Network (TEDN) of NGO Forum on Cambodia, of which WAC is a core member. TEDN network consists of 13 members organizations working on trade issue and focus on the issue of trade and economic, budgeting, the issue of oil and gas that Cambodia just discover. In May WAC helped formulate a statement that was submitted to the Cambodia Development Cooperation Forum (formerly Consultative Group meeting) about trade issues, but WAC did not agree with the overall statement from TEDN, which adopted a more pro-trade liberalisation stance. WAC argued with TEDN that trade liberalisation, trade promotion, and trade facilitation firstly endorsed by the statement is not benefit to both farmers, workers and poor people as well as the Cambodian government at this stage an WAC

offered to bring in its experiences and resources to be used in the statement. WAC's comments on the statement were very much appreciated by TEDN because it was the only organisation to comment deeply on the statement and to offer to provide information and case studies from the field should the statement need more. TEDN took WAC's comments into consideration and changed the tone of the statement accordingly.

CAMPAIGN TO PROMOTE LOCAL PRODUCTS

WAC staff participated in the campaign to promote local products organised by the network of NGOs working on agriculture issues and national Farmers Network, held in Siem Reap province. The event included a range of workshop to discuss about problems farmers in Cambodia face and ending with the marching in Siem Reap town about the promotion of local products. WAC raised some questions in the workshop about the negative impacts of the free market which allow the imports from neighbouring countries to Cambodia and this suffer the local farmers. Cambodia had always been able to grow and feed its population but in this era of free trade, Cambodia becomes more dependent on imported products for the local consumption. A member of the Messenger Band sang a song to the audience, which was about 300 farmers, about the impact that using chemical fertilizer and pesticide can to human being, land and environment. The farmers were very interested in the song and requested for the song book. Some farmers also invited Messenger Band to visit their village and sing during the ceremony or New Year.

Advocate, lobby and provoke debate and challenge

ADVOCATE, LOBBY AND PROVOKE DEBATE AND CHALLENGE

PROMOTING GRASSROOTS TRADE

Advocate, lobby and provoke debate and challenge anti-poor frameworks of liberalisation (such as the PRSP, WTO and usurious micro-credit) in order to call for alternative strategies that are pro-poor and pro gender equality.

WORKSHOPS AT DICS ON GLOBALISATION, LOCAL PRODUCT, DEBT ISSUES

Seventy three sessions held at six DICS sex workers and garment workers in total aware about information related to debt and the impact that falling into deeper debt lead to migration of people into urban areas, and they are actively given the inputs and questions. There are more women workers are willing to participate in the activities at DICS. Key activist s understood about the issues on the cycle of poverty and debt. They organised session on these issues at their DICS and some of them are able to run the sessions by themselves and others still need some support from WAC. Approximately 2064 workers participated in the session at the DICS.



WAC arranged awareness-raising activities among women garment workers, sex workers, farmers about the issue of local products and trade issues. During discussions with them, people were impressed by WAC's project to promote local products to improve the livelihood of rural

farmers, but they raised the difficulty that their buying of products for family consumption is based on their incomes. However, when analysing and connecting the problems of farmers, who are the families of garment workers and sex workers, in finding markets for their products, they felt that it was important for them to be involved in advocating that Cambodians buy local products.

WORKSHOP ON GENDER AND IMPACT OF GLOBALISATION WITH PĀGNĀSĀSTRĀ UNIVERSITY

WAC held workshop with 141 students from Pāgnāsāstrā University in Phnom Penh, Cambodia on globalisation and its impacts with particular focus on sex workers, women worker and rural issues and credit program. The issues around globalisation seem to be very new for the students and there were a lot of questions raised. WAC used this occasion to show the students the bigger picture of the problems faced by the Cambodian people beyond the corruption of the government; the reality of the problems at the grassroots level linked to the policies imposed on Cambodian government such as: privatisation, liberalisation, and deregulation. These conditions affect the livelihood of people especially the rural poor because they are not able to access basic services such as health, education, access to natural resources that are crucial for their livelihood. The students were very interested in the issues of sex workers, violence and gang raped that sex workers are facing and the legality of sex work; there are a lot of challenging questions at this issue.

WAC CO-ORGANISED WITH NGO FORUM ON “CAMBODIA CIVIL SOCIETY FORUM ON DONOR FORUM ON AID”

In March, a civil society organisation forum on donor aid was conducted by the Trade and

Economic Development Network (TEDN) led by NGO Forum and Action Aid. In preparation for the forum, WAC took care of the part on USAID, health and sex work and presented information on USAID and the conditionality of its assistance. WAC presented the findings to a range of members of TEDN and participated in the pre-forum meeting to clarify issues not previously covered as well as to prepare questions for the donor representatives during the forum. The forum itself, attended by CSOs, unions, sex workers, farmers, government officials and donors, was an opportunity for all to ask donors like the World Bank, Asian Development Bank, JICA, and USAID specific questions regarding current loan conditions and stipulations, and to discuss donor policies with a diverse group.

The World Bank denied putting conditions to the government of Cambodia. During the forum, CSOs asked donor organisations such as the World Bank to be a mediator for their dialogue with the Cambodian government, which the bank declined, saying that Cambodian organisations should learn to talk directly with their own government without asking for help from external institutions. There were questions whether too much loan money is invested in technical assistance from the country that gives the loan, such as Japan through JICA, with only very limited amounts going to help Cambodia and its people. To this question, the JICA representatives responded that there are very limited human resources available in Cambodia, and technical assistance is still needed from overseas. However, JICA promised to look more deeply into this. Action Aid and TEDN are seeking someone to organise and host the forum for the coming year. Both organisations are pushing WAC to take this role, but WAC prefers a clearer responsibility for management and direction by the

new person who is coordinating the work of TEDN.

SESSION WITH RUPP STUDENTS ON GLOBALISATION

A group of students from the school of environment at the Royal University of Phnom Penh requested WAC to facilitate a weekly session with them on the issue of globalisation and development issues in Cambodia. They meet regularly on Saturday for two months to discuss on this. Beside the session, some of the students also got involve in the market survey and helped to interview consumers and sellers. They expressed they have broadened their minds participating in the session and the survey of WAC. However, when they brought the issue to discuss among their classmate and friends, the reaction they got is that *Be careful this is a sensitive issues and very political. You might get into trouble.* They expressed that what they hear from the media such as on the issue of WTO or credit scheme, it is all positive outcome but it is good that they participated in this session and start having some critical thinking about what is going on in development. The students also use WAC materials in their report writing as they would like more students to start thinking about this issue of development and what the people really receive.

OTHER INSTITUTION THAT SOUGHT WAC INPUTS

WAC met with representatives from the World Bank (WB) at their request to advise them about developing guidelines to encourage participation and advocacy activities among women in rural villages in Cambodia on the WB land concessions pilot project in Kampong Cham and Kratie. They would like to develop a guideline for this project which encourages the active women participation. WAC used the opportunity to share some of

WAC's work on women's issues, organising, and empowerment. It is crucial, WAC emphasised, that the project needs to understand the cultural norms that restrict women from participating in social activities and the power relationship between men and women, local authority and people, the focal person and ordinary participants. The Bank realised they have not thought about this point and will incorporate the comment into the guidelines.

OXFAM

WAC met with a research team from Oxfam International who conducted a study on the Chinese influence and poverty in Cambodia, looking at Chinese involvement in investment, the garment sector and infrastructure and China's impact in Cambodia. The team sought advice from WAC regarding the garment sector: who are the key players and so on. WAC provided its research materials for the team in addition to the suggestions made during the meeting. Oxfam Hong Kong also met with WAC to discuss its upcoming research into social compliance and the corporate social responsibility of Hong Kong investors in Cambodia, what lessons Hong Kong investors learned from the Better Factory Project and how they can improve the conditions in their factories. WAC gave some suggestions regarding the methodology and advised the research team on their field data collection.

OPERATION USA

Operation USA is the donor agency based in California, USA came to visit WAC and learn more about WAC activities. After the discussion and hearing the activities of what WAC has been doing this group is interested in working collaborate with WAC as its partnership and also was willing to provide funding support to WAC if needed. But since WAC has been getting support from many

sources WAC will consider this partnership in case WAC needs support.

Pact JSI-Cambodia

WAC had the meeting with Kevin consultant from Pact to discuss on Oil and Gas management issues. But since WAC does not have many experiences in working on that field than there was not much discussion gone on. In return, WAC had shared its work on globalisation issues and its affect, neo-liberalism agenda and its impact to the visitor and he was very interested and impressed by what WAC has been doing so far. He said that this is the first in Cambodia that he heard this organisation has been working on this issues which is the critical issue and other NGOs should consider in working this way as WAC is working on.

WORLD VISION CAMBODIA

Two World Vision staff came to WAC to learn about the empowerment process and way of WAC has been working so far. They have heard about this empowerment process through the WAC reviewers. The WAC staff shared experiences on what has been done related to the empowerment work since the beginning of its works till now. After the sharing they were suggested if WAC accepts their invitation in the future in case they need to have the sharing session on empowerment to their staff. Indeed this is much appreciated if there is an invitation for WAC to share the process of empowerment and this is also a sign of improvement.

OXFAM HONG KONG - OHK

WAC staff has been invited to participate in the 30th Year Anniversary of OHK in Hong Kong. Also WAC is asked to share experience on what is the achievement of WAC works in the previous time that WAC worked in partnership with OHK. In the event,

there were many OHK organisations partner came from different countries to participate in include various OHK donors as well.

WAC shared with CAPPD and CACHA on the impacts of WTO and privatisation

Member of CAPPD interested with the issues of WTO and privatisation which is the factor causes the people especially people living with HIV/AIDS encounter many problems such as no access of medical treatment, ARVs, nutrition and food. They would like to invite CACHA network to share their experiences and information to their members who are parliamentarians in their quarterly meeting.

WAC COOPERATED WITH MINISTRY OF WOMEN'S AFFAIR, DEPARTMENT OF WOMEN'S AFFAIR AND CACHA ON THE INTERNATIONAL WOMEN'S DAY-MARCH 8TH

On the 97th International Women's Day in March 2007, WAC collaborated with the Ministry of Women's Affairs for the event in Kampot province and an exhibition booth in Hun Sen Park, Phnom Penh. On the road to join the event in Kampot, the participants stopped and sang songs and distributed posters, condoms and information. In the exhibition booth in Hun Sen Park, the materials displayed included posters, slogans, t-shirt, bags, scarves, the Messengers song books, and other IEC materials with messages on women's issues, violence, privatisation and neo-liberalism. There were questions from the audience and answers from the people in the booth to explain issues such as debt, the cycle of poverty, local products of farmers and working and living conditions of women workers. The sung messages of the Messengers were very powerful in raising the awareness of the audience. The

International Women's Day event went very well with the efforts and participation of many different women—sex workers, garment workers, people Living with HIV/AIDS, NGO staff, government officials and parliamentarians.

WAC SENT IEC MATERIALS TO THE PARLIAMENTARIANS, LOCAL AUTHORITIES IN KANDAL AND PREY VENG AND VILLAGERS

IEC materials are used as the awareness raising to educate the people in the local communities and parliament. Local authorities are interested with the message because it is very clear and easy to understand. They are welcome to collaborate and participate in WAC's activities.

WORK WITH GRASS ROOTS WOMEN AND VULNERABLE PEOPLE

PROMOTING GRASSROOTS TRADE

Work with grass roots women and vulnerable people for consciousness raising and empowerment

Provide recommendations for alternative strategies and raise awareness among target groups about government and IFI's and WTO policies that impacts on livelihoods.

FIELD VISITS TO VILLAGES

Some farmers WAC team talked to are interested in attending workshops and events that we organised. They feel that the issues raised and discussed reflect the problems they are facing everyday. However, there are some villagers and local authority who feel that WAC team talks about issues that are politically sensitive and they fear that it might bring them some negative impacts if they actively involve with WAC works. WAC clarified with the villagers and local authority few times that our works are independent from political party

and we are working for the interest of the people. The reason that make them confused came from the songs of the Messenger that become so popular among the household in the villages when the cassettes were distributed to them and this make the authority worry about people reaction to the problems that reflected through the songs.

Case studies collected show about life of rural farmers, the difficulties they are facing, debts issues. The case studies will be used as a material in the workshop discussion.

STUDENT EXPOSURE TRIPS FROM HONG KONG

WAC brought two student groups from Hong Kong to meet and learn about rural Cambodian people life in Kampong Chhnang and Svay Rieng. The local authorities were very cooperative with WAC and happy that WAC brought people from outside the country to talk to villagers and learn about people livelihood.

The students understood more about the pattern of migration and poverty in Cambodia. They had never thought that this situation could happen to human being in many parts of the world. There were activities for the students to think and put themselves into the situation of people in Cambodia and what they would do to address the problems that people are facing through the drawing. The exercise the students broaden their thought to the solutions to the problems of poverty that are very complex and need to address it from different perspective yet the roots cause to poverty should be tackled.

FILM CREW FROM ART RESISTANCE

The WAC team worked with two film makers from Art Resistance in Australia to produce two documentaries, one of which

focuses on the impact of neo-liberalism on women workers, sex workers and rural farmers in Cambodia. This documentary highlights the impact of privatisation of basic services like health care and education on workers' lives, and of credit at unaffordable interest rates and how that forces poor farmers into deeper poverty. This video will be used for awareness raising about the real impact of privatisation in poor countries like Cambodia.

DISCUSSION ON PEOPLE FORUM ON CAMBODIA

WAC raised the idea of possibly having the people forum on Cambodia where there will be people from different sectors to come and speak about their problems and the key organisers were very interested in taking part in this event. WAC staff explained about how people forum process took place in other countries and workers seemed interest more and they asked many questions to WAC. Ultimately, the people forum is an event where grassroots people have the space to come and talk about their problems and work out strategy they think is appropriate for their situation.

During the workshop at WAC, we included farmers, sex workers, garment workers, students together so they are able to hear and learn about the situation people beyond their sectors are facing. There were active interaction across the sectors and some participants were very surprised that there are sex workers among them talking about their problems. Sex workers group challenges the basic judgment especially on the Srey Sroh whom the general public likes to call them Kteuy and made the participants changed their perspective toward the group.

WAC and workers discussed with villagers in Kandal, Prey Veng, Kampong Cham province WAC and workers built

relationship, collected update information, shared with villagers their experiences and learnt from each other through the individual and group discussions and it improve their capacity in discussing and interviewing villagers.

GENDER PERSPECTIVE
PROMOTING GRASSROOTS TRADE

Report on the conditions from a gender perspective in order to understand the impact of policies imposed by the IMF/WB and government on the most directly affected. Place these reports in the context of marked gender inequality, discrimination and a general feminisation of poverty. Monitor and identify emerging trends in the garment sector in Cambodia, analysing from both gender and social perspectives, identify issues and call for interventions

SONGS OF THE MESSENGER BAND

Messenger Band composed two songs related to local products and agricultures. The content of the songs described about the difficulty producers face in growing such spent more money on the seeds, fertiliser, water, labour and they are difficulty find market, price are low and not able to compete with others imported products. Songs also call for the support from local consumers change their behaviour to buy the local produces that help improver livelihood of the local producers.

Songs were sung by the messenger band during the field visit and concert at villages in Kampong Cham and Kandal provinces. Villagers commended the songs are meaningful messages that explain and reflect the real situation of farmers. During the visits of the Messenger Band distributed T-shirts to villagers to spread messages.

WAC PRODUCED T-SHIRT, SCARVES, LEAFLETS

The following materials were produced during for the advocacy effort both locally and internationally:

- a. 300 t-shirts produced to support boat rowers on support local product, "Support Local Farmers by Buying Their Products".



- b. 200 *krama* for the distribution to consumers and sellers during the survey, "Support Local Farmers by Buying Their Products".

- c. 250 leaflet carries information on local products and free trade impact to distribute with the *krama*.

- d. 1 Banner to support local products display at the Human Right celebration, "Support Local Products Boost Cambodia Economy".

- e. 1 Banner "Just Say NO to WTO' for anti WTO mini-ministerial meeting in Geneva

- f. Reproduced 500 copies of anti WTO poster, "Our World Cannot Be Traded", "Our Bodies, Our Lives, Our Future", "Our Decision: Say NO to WTO"



- g. Reproduced 200 copies of anti IFIs conditionalities, "Stop your anti-human policies and Institutions of Destruction", "What will our future be like?"

- i. Reproduced 300 t-shirt "Made By us"



- j. Produced 200 t-shirt on working conditions in sportswear factory

- k. Produced 2 versions (400 copies) of poster demand: "Sportswear Company Improve the Conditions and Rights of their workers", "Women Sportswear Garment Workers, Right Here Right Now"

- l. Produced 700 raincoat for the International Labour Day, "8 hours a day", "Wedge and Labour"

Some of WAC materials are very effective tools for advocacy effort especially those materials that are reproduced such as those opposing the conditions of the International Financial Institution such as World Bank, IMF, the poster anti the WTO, Made By Us t-shirt. WAC also supported three boats during the Water Festival with t-shirts. The boat racers wore T-shirts back to the village and messages are travelling around among the villagers

WAC materials on the sportswear women garment workers conditions were distributed to audience during the speaking tour of CCC and Label Behind Label in Britain and Germany. WAC also sent these materials to the unions and labour organisation in Cambodia and in Hong Kong as a

contribution from Cambodia to the awareness raising Cambodia on during the Olympic Games to be held in Beijing in 2008 and distribute to visits, donors and guest of WAC. During WAC field visits to the villages, we also distributed the t-shirt to villagers and local authority for wider awareness about the demand we are calling for.

There are a number of local institutes that requested for WAC materials to put in the library and for the internal use of their institutions. Among these, Don Bosco school for girls, Cultural and Environment Preservation Association (CEPA), CARITAS, students from RUPP used the materials from WAC in the design of the program and as the resources for the library and they appreciate the richness and update of the materials.

CASE STUDIES COLLECTION

The WAC team and activists continue to collect case studies to further understand how the post-MFA situation affects their lives from a gender perspective. In addition, the WAC team together with garment workers collected information about 225 brand names from 72 factories and entered it into a database for sharing with other networks in support of global campaigns, research, legal battles and lobbying efforts. This is a continuation of our efforts to take pro-active measures through networking with workers to help them protect themselves and ensure justice. Some of the brand WAC monitors was used to highlight in the press release of CCC on the condition of workers in factory supplying for UK markets such as Primark Essential, Zara, H&M.

WAC MONITORS WORKING CONDITIONS IN THE FACTORY WITH WRC

WAC is continuing collaboration

with the WRC to monitor conditions in the factories from which universities source; the monitoring has extended from PCCS and Beauty Silk Screen (BSS) to QMI, Hong Hwa, Wilson and Sportswear and Supertex. WAC has facilitated in-depth discussions between workers from these factories and WRC staff to discuss conditions in the factory, employment status, payment, overtime, harassment, the minimum wage and other issues relating to working conditions. Usually after the discussion with workers and sometimes the unions, the WRC staff arranged the meeting with employers to raise about the concerns and demand for employer to improve working conditions.

PCCS CASE

In the PCCS factory, the WRC strictly monitors the promises employers made in previous negotiations, which include making short-contract workers permanent. In the previous negotiation, employer often promised to improve conditions and points negotiated but did not comply with all; therefore WRC had take another step to speak with the brand, Addidas that is the biggest buyer of this factory. At the end of 2006, employer has turned the 300 workers to unfixed duration contracts after intensive follow-up and pressure on employers from WRC and the brand. The other point in PCCS is the retirement policy for older workers who have been employed since it was a state-owned factory. Workers and the unions monitor the actions that owners promised to take to ensure that they really happen. The monitoring of conditions in BSS continues, although it has proved to be much harder to access workers because they are too afraid to talk. The WRC will request a meeting with the employer even though it cannot reach the workers.

However, there are consequences

for activists and workers in PCCS who are involved in the WAC programme. They are strictly investigated by people from the factory and also from unions that suspect they are the sources who report the real conditions to the WRC. This caused the temporary cessation of activities at DIC Tuek Thla, where the activists run sessions, but workers were instead induced to join the session in another nearby DIC in Prey Tea.

SPORTSWEAR AND SUPERTEX CAMPAIGN

Sportswear and Supertex is a Hong Kong-owned factory that produces garments for the Lee brand. The conditions in the factory have become worse. The National Union of Cambodian Workers (NUCW), one of seven unions in this factory, has begun negotiating with the employer for improved working conditions and payment of the minimum wage. There were rulings from the Department of Labour Disputes and the Arbitration Council for the employer to improve conditions as requested by the NUCW and to pay the minimum wage, but the employer refused to comply. That led to a demonstration in early June 2006 and as a result, the union leaders and 32 workers were dismissed.

There was an intensive strategic meeting to design a campaign on the Sportswear and Supertex illegal dismissals. WAC and the Thai Labour Campaign, WRC, USAS and the dismissed workers planned the campaign strategy to address this case, calling for reinstatement of the workers.

WAC also collaborated with the American Center for International Labour Solidarity (ACILS), USAS, WRC, Asian Trans-National Corporation (ATNC) Monitoring Network members and some unions to campaign on the Sportswear and Supertex case. The Arbitration Council ordered the employer to reinstate the 32

workers, but the owner did not agree. The union came to WAC and ACILS for help and the two organisations, together with USAS, WRC and the ATNC network members, worked on the campaign to pressure the factory and brand, Lee and the VF group, to take the workers back. However, the employer was successful in pressing the workers to accept a compensation package in August 2006.

The Sportswear and Supertex campaign was a great learning experience for the NGOs working on labour issues. We feel the campaign was too much led by NGOs, and the workers were pressured by their federation and unions, and therefore were forced to accept compensation. However, WAC and the other groups continue to work on this case because, since the union was driven out of the factory, the conditions of workers are getting worse but they dare not resist because of the risk of losing their jobs.

WAC SENT KEY ORGANISERS TO PARTICIPATE IN THE WRC'S SURVEY ABOUT WORKING CONDITION IN THE FACTORIES

Ten organisers improved their interviewing and interaction skills through participation in WRC's survey of wage levels in garment factories in Cambodia. They learned more about the problems workers face and increased their understanding of the industry. The survey helped the WRC in mapping their next investigation factories for the improvement of working conditions and they have decided to target two more factories in the next year: Top clothes factory and Camitex factory.

WAC GATHERED INFORMATION FROM WORKERS IN FACTORIES PRODUCE SPORTSWEAR PRODUCTS

The workers provided update

information on their working conditions which are not different as they face difficulty in asking for take leave, low piece rate and wage, more quota and force overtime works, restriction to join members of union and other the union activities etc. Information was sharing during the CCC and Labour Behind the Label campaign in UK and Germany.

Through Asian Transnational Corporation Monitoring Network (ATNC), WAC pursued collaboration with the Hong Kong Clothing Union which is part of the Hong Kong Confederation of Trade Unions, on the Olympic awareness campaign in Hong Kong run in conjunction with the upcoming Olympic Games in Beijing. WAC contributed to this campaign by sending case studies and reports that reflect conditions of workers in sportswear factories, as well as t-shirts and posters with the demand to sportswear brands to improve working conditions in factories in developing countries.

WAC INVITED ARBITRATOR TO PROVIDE LEGAL ADVICE TO WORKERS AT WAC AND DICS

Arbitrator was invited to provide the legal advice to workers during the sessions at the DICs, monthly meetings, gatherings and when workers have specific cases happened in their factories as well as individual cases related to their works. Workers understand about the labour law and they are able to use it in practical works. For instance, workers at M&V factory were able to demand full compensation package and in Greatlancelord factory the union was able to make Collective Bargaining Agreement with the factory that restricted employers not to recruit more than 15% of short term contract workers and 80% of unlimited contract workers.

The information that was gathered during the quarterly gathering, from the key monthly meeting and case study was used in the monitoring

report following the previous report of WAC to point out the changes that happened in the garment industry after the Multi Fiber Arrangement ended in 2004. The findings still confirmed the changes and difficulties that workers are facing namely the rising trend of the employment of short contract workers, the decline of wage for piece rate workers, difficulties in asking for leave from the factory, wage deduction when workers take sick leave and other issue related to the health and safety in the factory. This report will be made available in Khmer and use to share with other group within the labour network.

PROVIDE RECOMMENDATIONS

PROMOTING GRASSROOTS TRADE

Provide recommendations for alternative strategies and raise awareness among target groups about government and IFI's and WTO policies that impacts on livelihoods.

MARKET OBSERVATION

WAC observed 10 markets in Phnom Penh, Kandal and Kampong Cham. The observation helped WAC to understand the transaction of goods, mainly fruits and vegetables, between sellers and distributors who bring these products from villages near Phnom Penh, as well as the origin of the products. Imported products have a varying but significant market share in Cambodia. This not only creates dependency on external supply but also marks the little amount of local produce that reaches markets in Phnom Penh.



MARKET INTERVIEW

WAC has developed questionnaires to interview consumers and fruit and vegetable sellers in six identified markets, four in Phnom Penh, one in Kandal and one in Kampong Cham province. In this period, we finished interviews with 126 people in four markets. The data collected were entered into an SPSS database for analysis. For the other two markets, we are waiting for permission from local authorities to conduct the interviews. The need to await permission, coupled with the transition period and management restructuring within WAC, made the programme move more slowly than expected.

Brief information about free trade and its impacts on local producers in poor countries like Cambodia was produced and distributed to consumers and sellers who were interviewed for the research in markets in Phnom Penh, Kandal and Kampong Cham. This is packaged with a kroma carrying the message "Increased local cultivation boosts Cambodia's economy".

The preliminary findings from interviews in the four markets include:

- Fruits and vegetables are mainly imported from three countries: Vietnam, Thailand and China.
- Local products, fruits and vegetables are not available throughout the year, and markets need supplies. Therefore, large amounts of fruits and vegetable from neighbouring countries are imported. The Early Harvest Programme agreement signed with China has allowed more Chinese products to be imported in recent years.
- Most consumers in the city are aware of imports and the reasons for them. Consumers are aware of impacts on health from products grown or preserved with chemicals. They believe that imported products contain more chemicals than locally grown products.

- There is no control of market prices for imported fruits and vegetables, and the prices usually rise during the season when no local produce is supplied to markets.

CONDUCT FIELD INTERVIEW IN KAMPONG CHAM ON LOCAL PRODUCES

Interviews have been conducted in two villages in Kampong Cham, and there is one more interview to be carried out in Kandal. During the field interview in Kampong Cham province, 40 case studies were collected from two villages (Dei Kraham and Srab) through in-depth interviews. During the interviews, WAC found that:

- Popular crops in these areas include cashews, cassava, soybeans and rubber.
- The crops are sold to middlemen and the prices depend on them. This practice is very common, so villagers accept the price without any challenge.
- Most farmers do not use chemicals, but rather cow dung to fertilise their fields.
- The wealthier villagers tend to live and own farms on the rich red soil, while poorer people own small farms (approximately one hectare) on less fertile soil.
- Landless families often became labourers on rice land or plantations of the above-mentioned crops.
- Seasonal labour shortages occur in the two villages, and they need labour from other villages and also from Kompong Thom province.
- Some villagers have migrated to work in garment factories in Phnom Penh and in Malaysia; some work as housemaids; they also work on farms and in fishing in Thailand.
- Violence is very common in the two villages. Women victims try to get the authorities to intervene, but there is not much improvement.

Apart from the research, awareness-raising activities have been conducted with women

garment workers, sex workers, farmers and consumers during the first phase of the research. During discussions with them, people were impressed by WAC's project to promote local products to improve the livelihood of rural farmers, but they raised the difficulty that their buying of products for family consumption is based on their incomes. However, when analysing and connecting the problems of farmers, who are the families of garment workers and sex workers, in finding markets for their products, they felt that it was important for them to be involved in advocating that Cambodians buy local products.

GENDER AND TRADE DOCUMENTARY IN KHMER VERSION



WAC made the documentary 'Gender and Trade' into Khmer version and showed to garment workers at WAC office during the meeting with workers.

The WAC team made visits to villages in Prey Veng, Kampong Cham and Kandal provinces and talked to families of workers to understand changes within the household after their daughters started working in the factory. Many families supported the WAC position about the difficulties their daughter's face, the declining wages that make them unable to send remittances to support the family, because the daughter receives only \$30 under a short-term contract. In one of the field visits, WAC brought back the documentary, "On the Edge", which was made about the garment industry in Cambodia in 2002, to show to villagers who were filmed in the documentary. Villagers' feedback after the documentary

was that it reflects the daily lives of the people, which have not improved much, and that it took too long for WAC to bring it back to them, so that some people who were main characters have already died. However, villagers still asked WAC to show it to more villagers because there are a lot of things in the documentary that mirror villagers' lives.

WAC TRANSLATED THE POWER POINT ON MICRO-CREDIT AS A CRIMINAL

The Power Point on micro-credit showed about issues that cause debt to rural farmers and its failure in reducing poverty and its impacts to people livelihood as it puts the heavily conditions (credit/asset check) and interest rate and it showed about the contrary of the related law that abuses the people. WAC presented this power point during the workshop with garment workers, sex workers and farmers as a key understanding on rural debt and current practice of the micro-credit program.

Case studies from debt research
The case studies described about the people hardship in rural areas when they borrowed from the micro-credit-program. The case studies were used as the information in several of discussions and sessions amongst workers at the DICs and WAC so that they are able to continue sharing this with other workers. Workers found the case studies easy for their discussion when and it reflects their daily lives.

MUSIC VIDEO



The music video sang by the messenger band describes about suffering from privatisation in social services such as health care,

education, infrastructure, and are made into music video and for uses it in other events.

WORKERS EMPOWERMENT PROMOTING GRASSROOTS TRADE

Support and facilitate workers empowerment through access to knowledge and information.

COMPOSITION OF NEW SONGS

WAC continues to support the Messengers band through collaboration on projects, as well as in an advisory role and by build their capacity so that they can improve their analytical skills for future compositions. The band has composed two more new songs in addition to the previous six songs, describing migration and the push and pull factors behind it, such as the unaffordable cost of privatised health services, the problems local producers face and the rights of people living with HIV/AIDS. The new songs have been sung in rural villages and during the launching of the research of the Cambodia Alliance for Combating HIV/AIDS (CACHA). One music video of the Messengers, "Suffering from Privatisation", was made, and the band and WAC continue to work with a freelance film crew on the music video of another song, "Farmer's Advice".

WAC compiled the songs that sex workers, garment workers and the Messenger Band composed into booklets, both in Khmer and English. There are around 1,000 copies of the booklets and make in available at every DICs and distribute to villagers and public during the field visit and public events.

Provincial visits and data collection
Besides villages in Prey Veng, Kandal, Svay Rieng, Kampong Speu, Siem Reap and Ratanakiri, the Messengers have traveled to more villages in Kampong Cham, Kampot and Takeo. In each village,

the band sang songs that related to violence against women, the impact of chemical fertilizers on people's health and on the land, the problems of women workers in the factory and their burden of responsibility for their families. In villages in Kampong Cham province, they received a particularly warm welcome and appreciation from villagers and commune authorities during their first visit, leading them to organise a concert in the commune.

In addition to the village visits, the Messengers perform at various events such as the human rights celebration at Olympic Stadium, at the Women's Network for Unity anniversary, at WAC cultural events, during exposure trips and events, at various NGO events, at WNU monthly meetings and more regularly at drop-in centres. During the trips to villages, the Messengers not only sing their songs but also talk to villagers and learn about problems they face, information which they use for their composing when they return to Phnom Penh.

The songs are powerful tools to spread messages. On almost every occasion when the Messengers sing, the audience are very touched and moved by the songs, which reflect the real situation people face, whether it is about farmers, women workers, sex workers, credit at high interest or health care. Many in the audiences cry when they hear the songs. People appreciate the way these messages are conveyed. The Messengers receive many requests to come back and sing in the same or nearby villages and from NGOs working in rural areas. However, a common response is that the songs are very true but they have very political meanings, criticising the policies imposed on Cambodia, so they need further in-depth explanation about the reality behind them, or some people, especially local authorities, may confuse them with propaganda directed against the government. Using the feedback they get during

each visit, the band members look at ways to convey their message in an easy-to-understand manner.

"The songs of The Messenger completely changed my father violent attitude in the family. He used to beat my mother and blamed us, the three children, when he came home drunkenly. But after he heard the songs 'Tears of Women' that I purposely sang a few times at home he changed his attitude. Now he no longer uses violence and I am very happy about that. It brings happiness to my family. I hope that this is the case for other people who hear our songs." A member of The Messenger band.

CONCERT IN KAMPONG CHAM

In a Messengers concert in Kampong Cham in June 2007, an audience of more than one thousand showed up and supported their songs. Villagers asked that the programme be prolonged because more people from nearby villages were coming to hear the concert. The songs reflected real issues in the villages, particularly violence against women. The commune chief applauded what the Messengers brought to his villages and strongly requested that the band perform again with more messages focusing on domestic violence and ways in which villagers could reduce the problem. The commune clerk raised the idea of collecting signature from villagers, and when he has reached a thousand, he will send them to WAC requesting another Messengers performance. The Messengers in the villages received media coverage from the French programme "Rendez Vous" of the national television, TVK, which more than 120 countries are able to view.

"I would like the Band to come back and sing again in my village. I will collect thumbprint from the villagers in the commune and when I can reach more than 1,000 supporter, I

will send the petition to the band and they can come here again," said a commune clerk in Sopheas, Kampong Cham province.



A number of institutes, some of which are very high profile, have used the songs of the Messenger in their documentary such as Art Resistance in Australia, Star Kampuchea, and Hong Kong student when conducting their public awareness raising. The compilation of the songs which are available at the five Drop-In-Centres has the highest number of workers reading and borrowing them. This reveals that messages sent through songs are very effective and powerful tools for awareness. One labour radio programme requested and used the songs of the Messengers. Star Kampuchea also used three songs of the Messenger in their film, Sno Machine De.

In the last year there are approximately 18,563 audiences were reached by the songs of the Messenger band through big and small gatherings, radio program and filming on working conditions in the factory.

The members of The Messenger band have received English language trainings, and attended various workshops and meetings where they have built more knowledge for themselves and on the issues people are facing. WAC continues to build capacity of the Messenger so they can build their analytical skill for future compositions.

WAC supported a group of unemployed group to set up a small sewing shop

A group of unemployed garment workers was formed in August 2006. It was initially composed of 11 members, under the initial plan of a group of 15 workers but the number of members gradually decreased and currently only 5 of its members remaining. In the original plan, the group will be trained on how to make clothes, designing style and mixing colour. But in the actual implementation of this plan was turned into the income generation.

WAC has set up the workshop for the Unemployed Workers group in Tuol Sangkae in August 2006 and purchased machines for different production processes, mainly sewing machines and hemming machines. These purchased sewing machines were support for training the unemployed workers to learn how to make dresses but it was turned into income generation program. A sewing shop of unemployed workers was formed. It was initially composed of 13 unemployed workers, but up to June 2007 only five members remain in the group. Beside machinery support, WAC supports the rent and the material for the learning in sewing different materials not just only t-shirt but also producing hand bag as well.

The group has mainly sewn bags with messages such as "Stop Domestic Violence", "Real Men Do Not Beat Women", "Health Care: Pay or Die", "Stop WTO", "People over Profit", "No to GATS", "Equal Pay for Equal Work", "Another World Is Possible", "No to War", "Sex Worker Rights Are Human Rights". The bags are popular not only for their style but also for the messages that carried on the bags. There were sometimes large orders for bags; the US Jewish World Service ordered 100 for distribution in the US. In the last four months, their production extended to cover the sewing of t-shirt for the WAC and other organisation and individual order. But this type of order is not always met.

- The Unemployed Workers group still finds it difficult to maintain this business due to difficulties in purchasing materials to sew and compete with the local private t-shirt producers. These are sold only in large amounts, which require a large capital.
- The Unemployed Worker group's capacity is limited because they are new in the industry and did not really have experiences in the business.
- They have also encountered problems finding markets for their products. WAC has given them ideas on how they can better market their products.
- Due to difficulties in earning income, the group takes sewing orders from other shops to sew and make additional income. They set up catering group to offer in different workshop so that they can make small income to support their group when there is no order for t-shirt.

In December 2006, WAC conducted an assessment of the Unemployed Workers group to see how the activity of the Unemployed Workers has been undergone. After the assessment we found out that the activity of Unemployed Worker went out of track from the original planned that mentioned because there was unclear within the Unemployed Workers group on its activity, financial management and the group responsibility. WAC brought this issue to talk with WAC board and later on we decided to withhold their project money. Since March 2007, the support from WAC for the unemployed group was temporarily put on hold because WAC found out that it was not rolling as the original plan set. The in charge officer from WAC was also confuse/unclear with the work of Unemployed Workers group activity and there was somehow mis-communication.

After WAC discussed with the WAC team and the WAC board then we came up with the conclusion that this project has been implementing in wrong direction and this was not reported properly. Therefore, the decision has been made by WAC board to close down the Unemployed Workers project activity.

ESTABLISH STRONG RELATIONSHIPS
PROMOTING GRASSROOTS TRADE

WAC FACILITATED THE MEETING BETWEEN OXFAM RESEARCHER AND WORKERS

Oxfam conducted a research looking at labour issues. The researcher met with workers from different factories and also those workers who participated in the campaign that Oxfam co-organised such as the Olympic campaign, Labour Wedge campaign and seek to understand how workers view the campaign effectiveness in changing working conditions of workers at the ground. Workers expressed about how campaigns were carried out at one level but the conditions of workers are still difficult. There are no immediate changes of conditions; however, workers gained more understanding when they are given opportunities to participate in the activities that address the problems they are facing.

HONG KONG STUDENT EXPOSURE GROUPS

In July and August 2006, WAC hosted two exposure groups of student whose Oxfam Hong Kong and the Oxfam Youth Club work with. The first group, university student, looked at the garment industry in Cambodia and issues around Corporate Social Responsibility, CSR, and behaviors of Hong Kong factory owner toward its workers. A range of visit were made for the students to have a better and more thorough understanding of the workers life

including visit to DICs, village in Kampong Chhnang and talk to family of workers, factory visit and meeting with different unions behind talking to the WAC team. More in depth discussion with the students related to role of the Hong Kong investors in this whole production line. After the exposure, the students design action plan mainly for public campaign awareness raising among the Hong Kong youth and public.

The second exposure trip, a group of 42 secondary school students, focus on the issues of rural-urban migration. Similar to the first group process, they spent longer time in the rural villages in Svay Rieng province understand the situation of Cambodian farmers and their struggle in growing rice in this era of free trade. The group dialogues with workers in four DICs to understand their experiences as workers, the working conditions, living conditions, problems of unfair paid, forced overtime work, social insecurity, violence and sexual harassment women workers face. The Svay Rieng provincial trip helped students to understand the pushed and pulled factors behind the rural urban migration, rice farming is more expensive to growth, the privatisation of services like health and education made people more vulnerable to being pushed into further debts cycles.

The two exposure trips brought back to the Hong Kong public and media the situation of workers in Cambodian garment factory and Cambodia rural conditions. Followed by the joint action of worker exchange in October, a worker from a Hong Kong owned factory and WAC staff continued to bring to the mass public in Hong Kong the awareness raising on conditions and exploitative situation workers faced in their workplace with particular focus to the HK owned factories and called for their action in pushing and pressuring Hong Kong investors to comply with labour rights in the producing

countries like Cambodia. A range of secondary school talk was organised. Hong Kong people, as consumers, have little awareness about conditions of workers in producing countries although their Chinese worker is just next door.

UNIVERSITY OF WASHINGTON

WAC hosted a group of eight female students from Washington D.C University who sought to understand about issues of women workers sex workers and how globalisation impacts them in any way. They visited workers at DIC Meanchey and discussed in detailed about workers situation. After the discussion, workers strongly request for the students to take action back in the US to help bring the working and the exploitative conditions of Cambodia to the attention of the US consumers and request them to take any action they could. Workers in Cambodia continue to resist with the bad working conditions they are facing but they need solidarity action from outside. The students agree to write letter to the brands/buyers to call for change in working conditions in particularly the factories discussed and also raise awareness among the other students and their community as they can. The students are from the university who is member of the United Students Against Sweatshop (USAS) and WAC has been feeding them with additional information they need for their letter to the brand and put them in touch with the USAS group so they can link their action to the wider campaign action already going on.

One of the students who was most interested in the garment industry got involved with the Student Labor Action Project on our campus after visiting WAC and hearing from the workers. Although the involvement did not directly impact the workers that student met, but it was through meeting them that student was moved to take action. SLAP had in fact an incredibly successful year

and they were able to get the President of our University to agree to the Designated Supplier Program which requires that all garments produced with our UW logo have to come from DSP certified, non-sweatshop factories. The student shared the experience of visiting WAC and the drop-in center when the student presented at the Student Senate. The student was also active in several of the SLAP organized demonstrations and helped to write the resolution that was eventually passed by the Student Senate. Recently, one of the students comes to talk to a group of high school students about the experience with SLAP and to help educate the high school students about the garment industry

EVALUATORS FOR WAC EXTERNAL REVIEW MET WITH WORKERS AT DICS

Evaluators went to the drop in center to discuss with the workers and the key organisers about WAC activities. The evaluators impressed about the efforts of workers who spent times with their tiring days participate in the activities at DICS as well as the commitment of the key organisers who are able to facilitate sessions and mobilising numbers of their friends.

STUDENT FROM MCGRILL UNIVERSITY

A student from McGill University discussed with WAC about the garment industry and workers issues, working condition, living condition, and migration from the rural areas to live in the city and the problem of discrimination and isolation they facing with society as well. The discussion and key issues raised will be written as an article that will appear in the journal for McGill University in Canada, which will help people to aware the information related to the situation of garment factories workers in Cambodia.

AJWS

WAC facilitated the staff from AJWS to meet with workers in DIC Dangkor, one of the DICS that there are high violation cases happen to women workers. Workers shared with her the problems they are facing in the factory and also at the rented rooms as well as social security on the way back home when they finish their overtime work late at night. After AJWS staff listened to garment workers and the work that WAC and the key organisers are doing with women workers, she is very impressed and appreciate the efforts. She encourages the key organisers and workers to continue their work of helping women workers because only the solidarity of workers that is very strong force in changing their own situation. She also shared the experiences that AJWS work in other parts of the world with particular emphasis that the outside support is only for a certain period and that only the commitment at the ground that is important to maintain the activities.

UNITED STUDENT AGAINST SWEATSHOP - USAS

WAC facilitated the meeting between United Student Against Sweatshop and workers in DIC Dangkor. Workers shared about working conditions in their factories to the USAS staff, and also the unions' activities in the factory. USAS team shared with workers their activities they are working with students in different universities who are their members when a labour violation case happened in the factory the university is sourcing. USAS staff is impressed with the work of WAC and key organisers and there were collaboration between the two organisations on cases of labour rights violations such as the case of Sportswear and Supertex, Wilson.

DESIGN SUPPORT PROGRAM (DSP) OF WRC

WAC facilitated between the meeting between USAS, Worker Rights Consortium (WRC), WAC and workers to discuss about campaign strategy and Design Supplier Programme (DSP). WRC introduced the new program that they propose for USAS university members to source from, basically the ethical producing factory. They still need to convince their university members to be interested in this DSP project.

The discussion with workers focused on two areas that WRC and USAS need inputs from workers: one is the living wage that factory should pay to its workers and the role of unions in improving workers conditions. Workers pointed out that the cost of living in the city is increasing from year to year due to the increase in price of basic services that are increasingly provided by the private providers. So increasing wage of workers to 200USD per months is not a sustainable way to improve workers life but they prefer that the employer and buyers subsidise for the other basic services that are needed for workers such as education, health, food, accommodation that assist a decent living for workers. They also suggest that buyers must increase the price of products when they put the tender out. If the buyers only talk about wanting to improve working conditions of workers but eager to increase their profit for their share holder and looking for lowest price when contracting for their products, that is just a lie to workers.

In relation to union, both WRC and workers raised that it is important to ensure that a good and healthy process for improving workers rights is to strengthen the unions because they are the one who have power to negotiate with employer. However, many unions in the garment factory now are still weak and easy to be busted by employers. Therefore, it is important the local unions in the

factory that they universities sourced from are strengthened and that the employer work with the unions and not discriminated against them, however, that is the hardest part. WRC would like to put in this point of 'strengthening and working with union' who already have the union, and allow for the setting up of the union and implement the same process mentioned earlier for the factory that does not have union as a conditions when the DSP source the products.

WAC HOSTED THEANG THNOT ASSOCIATION

Another organisation that sought out WAC's expertise recently was Theang Thnot, an NGO that works with the urban poor and is devoted to improving the quality of life of female garment workers. WAC facilitated the discussion between Samakum Theang Thnot and workers in rented rooms in Dangkor and Tuol Sangkae. From the discussion with workers, the difficulties they face are crowded rented rooms, prices of rooms too high, no ventilation in rooms, unhygienic shared toilets and the risks of leaving the factory at night and walking along a dark road. Specifically, Theang Thnot wanted to learn the best way to approach garment workers to learn more about their lives and to document their conditions, information that will be used in fundraising efforts to help workers find cleaner, safer and more hygienic housing

TRAIIDCRAFT TO MEET WITH WORKERS AT DANGKOR DROP IN CENTER

Two staff from Traidcraft UK visited WAC and the Dangkor DIC and discussed with workers the conditions they face, especially workers in factories that export to the UK and Europe. Workers described their difficult working conditions, low pay, forced overtime and the violence that threatens when they leave the workplace to return home because

of the many gangs. The information gathered from the discussion with workers will be used in the Traidcraft publication and lobbying with corporations and policy makers in the UK and Europe as well as for awareness raising among UK customers. Workers are demanding a living wage, and that big corporations respect workers' rights and conduct business ethically in developing countries.

WAC AND WNU HOSTED A SEX WORKERS REGIONAL WORKSHOP WITH SPECIFIC FOCUS ON SREY SRAH AND SEXY BOY (GAY) ISSUES

March 2007, WAC and WNU hosted regional workshop on transgender (srey srah) issues with APNSW regarding their rights and operation and taking pill to have women-shap. Forty participants from 16 countries in Asia Pacific met to share experiences, discuss problems and develop a strategy to cooperate for conducting campaigns. The network encourage srey srah to speak out about their rights when they would be invited to share on T.V channels so that they can represent other srey srah who are not able to confront with the discrimination in the society.

REGIONAL WORKSHOP WITH SEX WORKERS NETWORK- APNSW AND OSI

In May, WAC collaborated with the APNSW to run a regional workshop on sex workers' right in Cambodia. The contingent from the Asia Pacific included 36 participants. During the workshop the participants exchanges experiences and information regarding the challenges they face. They also learned effective strategies to enhance their advocacy activities. The products of the APNSW meeting included the development of a common strategic plan, and the production of video to increase public awareness, and the creation of

more educational and campaign materials. WNU members also shared experience about the drug trial on sex workers and the 100% Condom Use Program with the network in China. This was done to give the Chinese network some information to bring with them into negotiations with the Chinese government on the issue of women's rights. China and Hong Kong need to take urgent action on women's rights and to create informational materials for groups in China. Also during the workshop the WNU arranged two trips to visit their target groups in difference locations in Phnom Penh: Svay Pak and the railway station.

On from the 2nd to the 4th of May 2007, two representatives from

WAC and WNU participated in a workshop in Phnom Penh. The event was sponsored by Action Aid Cambodia and the Institute for an Open Society and focused on a global sex worker network and advocacy activities. It was a good chance for the WNU to participate in sharing their experiences and learning about effective advocacy techniques. This session provided an opportunity for participants to develop concrete plans for joint action on the issue of global sex worker rights and determine what actions advocates might want to take regarding raid and rescue interventions. Questions were discussed during the session included: What is currently being regarding raid and rescue, how can these efforts be better supported, who are the point

people for these advocacy efforts, how can other sex workers and allies be more engaged in these efforts, how can we best collaborate after the meeting, how do we ensure that advocacy information is distributed to all sex worker networks and organisations, and what forums should be priority targets for our shared advocacy efforts. Participants agreed on one key forum for raising concerns about raid and rescues, and another on sex worker health and rights issues.

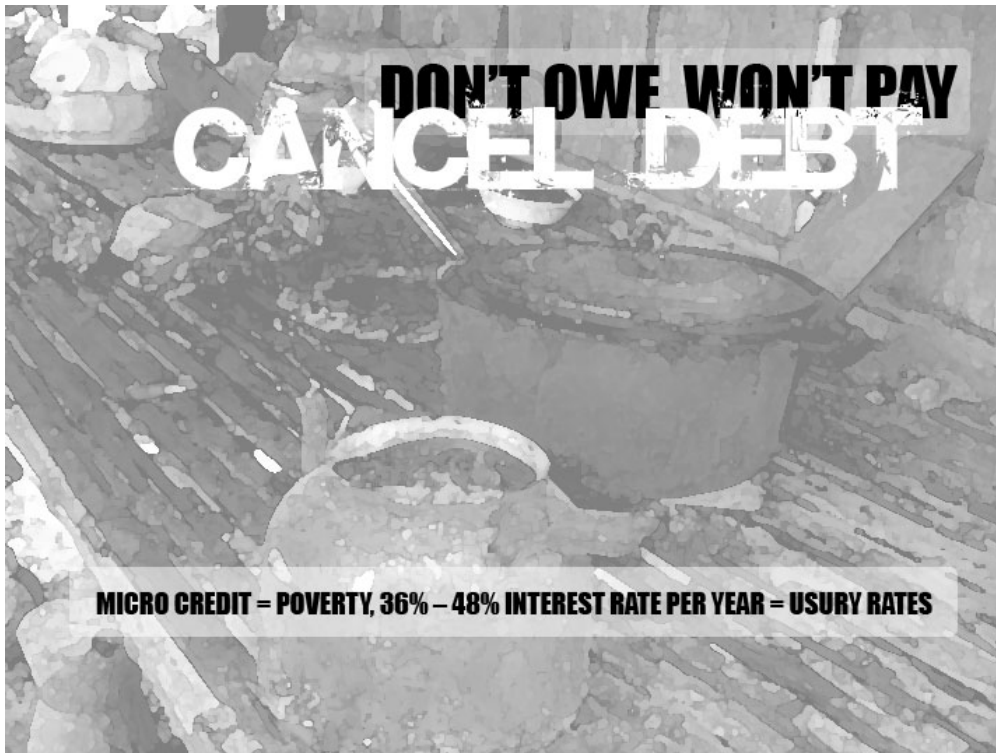


ADDRESSING RURAL DEBT



SUPPORT AND FACILITATE WORKERS EMPOWERMENT

ADDRESSING RURAL DEBT



SUPPORT AND FACILITATE WORKERS EMPOWERMENT

ADDRESSING RURAL DEBT

Support and facilitate workers empowerment through access to knowledge and information.

MATERIALS TRANSLATED

The finding of the previous debt research that was presented in the power point format has been made available into Khmer languages in order to ease the discussion with the local community. The Khmer version of the power points includes:

- Debt bondage as a crime against humanity
- Micro-credit and the legal framework analysis

- Case studies on debt from the rural households

WAC distributed 14 copies of the Decree # 38 on the Contract and Liabilities to workers at DICs where workers can access and discussed regarding the current policy of the micro-credit program. All these materials were used as learning tools with key organisers, Women's Network for Unity (WNU) and farmers during the session which addressing the rural debt and the factors pushing people into borrowing, then cannot get out of the circle of poverty.

POSTER-"VOICE OF BORROWER"

The poster- "voice of borrower" which presented the finding of debt research looking into how people

borrow money for basic needs and survival rather than making it into productive purpose/business. In order to pay back the loans, which usually charge high interest rate and borrowers cannot afford to pay back, it forces people to sell everything they own yet they cannot repay the loan.

The posters were distributed to the rural farmers at Kandal, Prey Veng and Kampong Cham province and also to other participants in the international forums. This poster is a powerful material which can raise awareness of the public about the credit and loan that trap people into poverty; however, it needs clear explanation as to why credit/loan that charges high interest rate is not favourable in improving people livelihood and alleviates poverty.

Another NGO, PADEK, also speak the same language as WAC about micro credit when they meet with rural people, and they are operating the saving scheme with the people. As one commune chief points out that although the message carries by the poster clearly alerts people about the risk that can happen to them when they take loan which charges high interest rate and even people realise that the current model of lending in Cambodia is not helping people, there is no alternative to the current model available yet. People need cash for their everyday life and needs but Cambodian government is not able to make credit available for the people at low/affordable interest rate yet. All the loans that people can access now is either from the private lending institution, credit program of development agency or local money lenders which still charge high interest rate.

PRODUCTIONS

There are a number of materials that WAC produced for its advocacy purpose which address the questions of debt and credit that are not assisting people in improving their lives.

- a. WAC produced 500 scarves
- b. 300 t-shirts
- c. Flag for the boat racers during the Water Festival



- d. The materials content the message: "Micro Credit = Poverty, 36% – 48% interest rate per year = Usury Rates", "Don't Owe, Won't Pay", "Cancel Debt"

LIFE AND DEBT DOCUMENTARY

The documentary was translated and it is on the process of voice

over into Khmer. When the Khmer version is finished, it will serve as the awareness raising mean with grassroots groups and local authority as the documentary tackle on the policy of the lending institution such as IMF, World Bank on poor countries in Africa which is facing similar situation like Cambodia. It is rare that such document be made available in local language for the accessibility of the people.



WAC SUPPORTS 7 DICS

WAC has continued to support drop-in-centres (of which there were eight, but one in Tuol Sangkae closed in February 2007 while another one in Meanchey reopened in the same month after a problem with flooding was solved). The drop-in-centres are in strategic areas where most women garment workers live: Tuol Sangkae, Tuek Thla, Prey Tea, Chumpu Voan, Dangkao, Meanchey and Pochentong.

WAC CONTINUES TO SUPPORT AND STRENGTHEN 30 KEY ORGANISERS

The DIC Tuek Thla carried out no activities from December 2006 to March 2007 due to an investigation by the factory owner of the organisers, who are involved in monitoring their factory with the Worker Rights Consortium (WRC). It reopened in April 2007 and continues its normal operations with workers. The WRC met with the employer to clarify the involvement of workers in this investigation because organisers in the DIC Tuek Thla were accused by the employer, PCCS, of complaining to its buyer about the

poor working conditions in the factory. It is the work of WRC to monitor conditions in the factories that supply the universities, and there are various sources that WRC staff meets to learn about conditions in the factories.

OPERATIONAL AT DICS

Each centre has a number of publications for reading and learning. These include: "Enough time to fight back", "Why the WTO is bad for you", "10 things about the World Bank", "Impact of the end of MFA". There are other books and materials about Cambodian labour law, women's rights, occupational health and safety, union information, reproductive health and HIV, information, education and communications (IEC) material about the garment industry in Cambodia, a song lyrics compilation, other translated materials and various posters advocating against privatisation and policies of the World Bank and IMF that harm people's livelihoods and an information guide to the Khmer Rouge trials. The resources for the workers are very rich, and the number of workers reading the materials in the centres and borrowing them to take home has increased significantly.

The operations of the DICs are run by 30 organisers. They organise and facilitate sessions to meet the needs of workers who want to know more about issues. WAC continues to build the capacity of organisers so that their knowledge is wider and their confidence stronger. Some 2,053 workers came to participate in the sessions at the drop-in centres. When the workers do not understand some of the information in the publications or other material, they ask the organisers or their co-workers who live nearby. The number of workers who access the DICs has increased, so more books and information are required from WAC. Besides coming to the DIC and reading the available resources, many workers borrow

books from the DIC to read at home, due to their limited free time.

Workers use the DICs as places to build relationships, discuss and share information relating to their work situation. This networking provides the workers with a basis for advocating for themselves in case of wrongful dismissal, improper pay from the factory management etc. It also makes them aware of the role of the union, encouraging them to have more dialogue with the union, telling it their interests, ideas and issues. The union can work for them and resolve problems when the workers themselves dare to speak and inform it. There have been some challenges between unions and workers on issues such as representation, transparency, accountability and democracy. The workers continue to try to dialogue with unions. Different efforts and strategies will be used by workers to continue this important process of ensuring genuine grass-roots representation.

The organisers reach out in their free time or during their holidays to build relationships with the workers, mobilise their new comrades and share information with them. They are reaching out to many other workers and attempting to involve unions and give constructive advice to bring unions and workers closer together. They also collect information about working conditions, case studies and brand name labels from different factories. WAC staff and the Messengers band members (six current and former garment workers) also do outreach with organisers in the evening after finishing their work.

SESSIONS AND MONTHLY MEETING

Organisers meet monthly to share what is happening in the factories and among workers. In each meeting, they raise problems they

are facing and seek their own solutions, asking for ideas from other organisers who have different experiences. Many times they request inputs from the WAC team as well as staff from other NGOs working on labour issue, particularly WRC or union representatives. In this way, they can be better address problems with the inputs from the network of organisers in various areas.

In each drop-in centre, the organisers facilitate one or two workshops per month (on Sundays) to discuss issues such as the labour code, the right to strike, unions, why the WTO is bad for you, globalisation, the garment industry, trade and local products, debt and rural poverty, collective bargaining agreements and privatisation and its impacts. They also arrange meetings with guests and other activities. Union representatives and leaders come to discuss the problems that arise in factories and to help. The entitlements package at M&V International Manufacturing Ltd., the monitoring of conditions at Bright Sky Pte. Ltd. after the workers demonstrated, the switching the workers to contracts at Hong Wah (Cambodia) Garment Mfg. Ltd. and many other factory situations were all discussed at the DICs with legal advice from WAC and WRC staff. Never before have they had a safe place to organise and prepare labour negotiations. The campaign of the Sportswear and Supertex workers, for instance, used the DIC Meanchey for meetings between workers, the union and the federation.



Because there are new organisers joining in activity, WAC conducted

with organisers a session on strategy in order to help them with their work, to identify some of the key challenges that organisers face and how they can address those problems and to find effective ways to build relationships with workers in new areas. Following this session, WAC and WRC conducted another organisers' workshop on contract, short-term and long-term workers. Since a WRC staff member also sits on the Arbitration Council, this was of great help to workers in understanding and gaining confidence to demand their rights according to the labour law. Since the end of the MFA, the trend in the garment industry is increasingly toward hiring short-term contract workers. Therefore it is important for organisers to realise what benefits should be provided to workers according to the labour code when a contract ends, because they are the persons closest to the workers every day, and in most cases employers do not give the benefits that workers are entitled to. The M&V International Manufacturing Ltd. case is a good example of how organisers and workers used this knowledge to help their co-workers get the correct compensation.

WORKSHOP WITH WNU AND KEY ORGANISERS

WAC conducted a workshop with members of the Messengers band, with participation from organisers and Women's Network for Unity (WNU) members. The workshop focussed on agriculture, trade, and the different agreements that Cambodia is party to and what their implications are for farmers, workers and other poor people. This workshop provided more information for the band and helped them to clarify ideas for new songs.

WAC and Thai Labour Campaign staff co-organised a workshop on campaign work and strategy with organisers, the National Union of

Cambodian Workers (NUCW) and their federation. It was a good learning experience for the workers and union because they participated in the whole campaign process, including planning and strategising.

ADVOCATE, LOBBY AND PROVOKE DEBATE

ADDRESSING RURAL DEBT

Advocate, lobby and provoke debate and challenge anti-poor frameworks of liberalisation (such as the PRSP and usurious micro-credit) in order to call for alternative strategies that are pro-poor and pro gender equality.

WORKSHOP AND DISCUSSIONS ON RURAL DEBT AND CYCLE OF POVERTY

WAC held four times of workshops with the key organisers, WNU and farmers focus on rural debt and cycle of poverty which intend to bring them together demand with policy makers and development agencies to address the rural debt and badly structure of NGOs micro-credit program and private banks.

First, WAC provided orientation that trace the cycle of poverty and micro credit in Cambodia especially in rural areas. There were 95 participants from the participation of farmers from Prey Veng and Kandal province, WNU and key organisers. They have chance to know each other and understand each one situation and difficulty.

Second workshop has been held at WAC among WNU, key organisers and six farmers from Kandal province about rural debt and cycle of poverty with the groups discussion. Farmers, garment workers and sex worker were mutual discussed. Farmers were more active in this workshop and some of them presented the result of the group discussion to the big group in the workshop.

Third, WAC raised with key

organisers and WNU the ineffective of current micro credit program and the impact of privatisation on the poor especially when Cambodia became the member of World Trade Organisation (WTO).

Fourth, WAC held the workshop among WNU and key organisers on debt bandage is a criminal against humanity and previous debt research in five provinces in Cambodia.

Participants thought the session and the work WAC does are very important which reflect their daily lives. However, they suggested WAC to better continue its work in sharing information, session and discussion among the rural farmers because their situation is going deeply into poverty after borrowing from micro credit. The awareness raising could bring people together as a voice to address rural debt and poverty. Farmers said that none of organisations or government do such of this work or even talk about it in negatively. Instead, they always raise the good points about current NGOs micro credit program as well as private banks to help reduce poverty in the community and as part of the development. These are not examined the reality once people are landlessness and sell-off their properties because they are unaffordable.

Seventy three sessions have been doing at six DICs with 2,064 participants who are garment workers and sex workers and facilitated by key organisers and WAC staff on issues of cycle of poverty, rural debt, gender and globalisation, neo-liberalisation and privatisation. The old key organisers help strengthening the new key organisers in doing outreach and facilitation.

During the workshop and session, WAC also mentioned about related law on micro finance such as in the Article 59 of Decree # 38 on

Contract and Liabilities stated about the interest rate with 5 percent per year, which is more different compare to the current practical of micro credit program. Thus, there is the debate on the law that allow the micro finance to operate with their conditions and interest rate from 3 to 4 percent per month such the Law on Financial and Banking. However, WAC continues to raise other related laws that can protect creditors like the rural population herein the Civil Code of Cambodia stated about high interest rate that is over affordable of borrowers consider as abused and exploited the victims.

INTERNATIONAL HUMAN RIGHTS DAY

During the Human Rights Day celebration on 10 December 2006, WAC participated with other NGOs and performed a play at Olympic Stadium, where the event was celebrated. Around 10,000 people participated. WAC, WNU, women workers and farmers prepared and performed a play that revealed the lives of women in Cambodia, particularly focussing on the garment and sex industries. The play described the living conditions and debt situations of people living in rural areas, migration, the violence, especially rape that women workers and sex workers face in their everyday lives, the trap of credit at an unaffordable interest rate and other factors that trap women in exploitation and poor working conditions. WAC brought women workers, sex workers and farmers from a village in Kandal to join in the event.

INTERNATIONAL LABOUR DAY

On Labour Day, workers took to the stage to portray the changing of conditions in their factories. About 600 people participated. Important issues highlighted in the performance included increasing the minimum wage from \$45 to \$50 in early 2007, which led many services and basic needs of

workers to increase in price as well and employers to demand higher productivity from workers. To focus the attention of workers on some important issues in the factory, WAC had a short question-and-answer session about the differences between contract and permanent workers, application for leave (special leave, maternity leave, sick leave), termination of contracts and benefits workers are entitled to.

PROVIDE ARENAS AND SPACES

ADDRESSING RURAL DEBT

Provide arenas and spaces where the issues of increasing hardship and debt can be discussed.

Field Visits

WAC conducted 9 times of field visit at Kandal and Prey Veng province to build the relationship with them. In the field visit WAC has provided the information to rural farmers about the impact of chemical fertiliser, pesticide and new seeds. We also discuss with them about their livelihood and the current practise of micro credit program where operate in the villages and today development. From each discussion with farmers in two villages at the two

provinces, we do not found different issue like increasing of inputs to their farming, unemployment, and debt. We has found that there are more people migrated to work within both inside country and abroad such as Thai Land, Malaysia and Korea.

Farmers from Prey Veng said that they are interested in the WAC activities. It is very sensitive to work on critical issue on micro credit program and WAC seems doing this work alone, while other NGOs and private bank have strong support from donors as well as government. They raised their concerns about the WAC staff security. However they are happy to participate in, once there are many people because they also worried about their security as well.

Some Key organisers and WNU member were participated with WAC provincial visits. In each visit they always share their living condition, working condition and the social condition that they face while they migrate to work in the city. The discussion with farmers is a way of awareness raising about the factory workers situation. There were the discussion and exchange information among workers, farmers and sex workers on their

livelihood. After the visit, key organisers and WNU has shared their knowledge to their group about the farmers' livelihood in rented room and various sessions. The discussion with the farmers were also helped some of the key organisers to put as the example in their session at DICs. It is a way that they can build relationship among each other. Basically, most of the garment workers are from the provinces and most of them have debt.

MESSENGER BAND

During each field visit, member of the Messenger Band was brought along with WAC as part of the learning, coaching and capacity building process for them. They learn about the difficulties people face in rural areas as well as sharing back to the people their experiences as garment factory workers and sang the songs they composed about problems in other villages to people. The presence of the Messenger Band member in each field visit is very important as it always draws the attention of villagers and gathers them into each small gathering and when they heard the voice they sing. Some time it is them who open up the discussion of people lives through their songs.



USAID AND THE ANTI-PROSTITUTION CLAUSE

MIGRANT WORKERS WILL HAVE OR CAN ACCESS SOCIAL SERVICES
ANTI-PROSTITUTION CLAUSE

**SEX WORKER RIGHT
IS HUMAN RIGHT**

SEX WORK IS WORK



Migrant workers will have or can access social services, which will improve their quality of life and reduce their economic and personal dependencies

CIVIL SOCIETY FORUM DONORS ON AID

WAC conducted a study on the policy and conditionality of the USAID to prepare for the CSOs donors Forum on Aid preparatory workshop and also to learn more about the role and conditionality of USAID in Cambodia. WAC was asked to do the study on USAID for the CSO forum because we are the core committee for the forum and WAC is recognised as the only NGO that is strongly doing the advocacy to the USAID. USAID is the second largest donor in Cambodia. With this study, WAC tried to educate the CSOs about

the USAID role, aid conditionality and how this affects Cambodian people. Our focus in the study was on discrimination against sex workers: USAID policy presents sex workers with many problems such as discrimination, violation and isolation according to our experience working with the sex workers.

Two sex workers who participated in the forum asked questions to the USAID representative why the US government created the policy that discriminate against sex workers and tie the conditionality with their aid. The USAID representative made excuse that it is rather the language problem in the policy than the discrimination and this point will be discussed in the US congress soon. In relation to the tie aid, the representative did not want to answer. This forum provided

space where sex workers can use their right and directly express their problem and concerns with the donor as the USAID.

WSF IN KENYA



In January, one WAC staff and one WUN member attended the World Social Forum-WSF in Kenya where there were thousand of people from different countries, mainly from Africa participated. WAC and WNU shared with other delegates

in the booth about the situation of sex workers in Cambodia, the impacts of the policy on 100% Condom Use Program and the policy of the USAID.

WAC and WNU also joint the rally with other delegates; there weren't so many sex workers advocates in this WSF and when it was shouted "sex work is work", "sex worker rights are human rights" it was amazing that there wasn't an echo of this slogan afterward. This was an indicator that the issue of sex worker rights is sensitive in Kenya, even if this is a rally at the World Social Forum where it offered a free space for any kind of mobilisation and advocacy. After this rally, there was an off-side talk between the sex workers advocates from Cambodia and Hong Kong with conservative African men who were not satisfied with the ideas of supporting and demanding for sex workers rights because sex workers is prohibited by Law in Kenya.

WAC staff was interviewed by Kenya National Journalist on the issues of sex workers and gang-rape in Cambodia. The Korea Union talked with Cambodian participants about the work of WNU and WAC on grassroots empowerment and organisation of sex worker in Cambodia. Some Korean unionists hoped that they could use similar strategies for organising sex worker as well as the lobby government to recognise sex workers in Korea.

SEX WORKER AND WAC STAFF ATTENDED THE INTERNATIONAL AIDS CONFERENCE IN TORONTO, CANADA

WAC brought WNU secretariat to participate in the International AIDS conference in Toronto, Canada. WAC and WNU spoke about sex workers rights, drug trial and treatment and discrimination against workers publicly. Many questions from the participants

asked directly toward the Tenofovir experiment and the campaign to oppose this unethical trial. Participants suggested that there should be guidelines of ethical standard for the drug experience so that to ensure that participants in the trial are insured. WAC and WNU participated in two demonstrations during the AIDS conference demanding sex workers' rights under theme 'sex work is work'

WAC helped working on the translation of the documentary that gathered activities and speech of sex workers in the conferences and rallies. The documentary was showed in the Open Society Institute (OSI) workshop among sex workers in Phnom Penh, May 2007 and put on the APNSW website as the advocacy tool.

WORKING WITH CACHA ALLIANCE

Since the Global Fund decreased its funding for programs providing food and proper nutrition to PLHAs, many problems have arisen for PLHAs. Now, some families only receive 30kg of rice even if the family has ten members, including three or four AIDS sufferers. They are not able to find other jobs and do not have enough work to help them earn enough money to take care of even their daily needs. The food distribution process is not transparent. No transparency guidelines were set up because the food distribution process was done irregularly, with up to two or three months between deliveries. People living with HIV/AIDS and orphaned children are very bitter about this the food distribution process is not transparent and does not reach the targeted groups. Based on these concerns, CACHA members held a press conference on the 21st May'07 to demand full food support for all PLHAs.

Around 200 participants attended

the press conference, including PLHAs and those working with NGOs. Unfortunately, the representatives from the World Food Program and Khana did not attend, so we only had the speakers from the NAA, Parliament, and five PLHAs from the provinces. Many concerns and questions were raised by PLHAs. HRE Hou Naun promised to bring all the problems of PLHAs to the attention of Sam Dech Hun Sen, Sam Dech Chea Sim and Sam Dech Heng Samrin, so that they many learn about and discuss these concerns.

The NAA also promised to raise these issues with the donors in the next government and donors meeting, especially the World Food Program. However, he asked for written evidence regarding instances of corruption on the part of the authorities in charge of food distribution to show the donors.

WORKING WITH AJWS PEERS EXCHANGE PROGRAM

Four meetings were conducted with AJWS peers exchange were held to share and discuss experiences of working with target groups supported by AJWS and especially to develop a better way of working together to reach our common goals. The meeting agreed on three goals:

- Stop all forms of violence against women and children
- Improve production and trade of local products
- Provide health care and food for people living with HIV/AIDS

Partners the funded by AJWS found the similar programs and they agreed to work together in long term collaboration on three mentioned issues.

Two women farmers from Prey Veng were invited to take part in one of the meeting of American Jewish World Service (AJWS) exchange partners held at WAC. They said that it is a good

opportunity to come to the meeting of exchange partners. They knew new people from different provinces and urban city and can share things related to domestic violence that cause more spending to treatment while they were sick. They are not dared to speak out and only keep in mind. They hear different experiences from other participants as a good lesson, in some case they will try to talk to their husband.

WNU JOINT THE 100% CONDOM USE REGIONAL MEETING

In October, one WNU secretariat member participated in the regional meeting in the Philippines that was organised by the UNAIDS on the 100% Condom Use Program (CUP) with the participation of the government representatives from each country, NGOs and sex workers associations. The WNU member was the only representative of sex workers in Cambodia. She intended to share experiences about the failure of the 100% CUP, which causes sex workers in Cambodia many problems, such as violence and rape in different forms. Unfortunately, she was stopped from making her presentation about these issues by the Cambodia government representative, who said that it could do damage to the Cambodia government. The assigned person for doing translation refused to assist her as she said that it is not her job to translate for her. This is an obvious discrimination on sex worker representative from the government and NGOs sector who were there but did not help her. The representative from APNSW regional network was presented during this meeting as well but could not provide assistance as needed due to communication in language problem. Some EIC materials, such as booklets on the ethical of drug trial, were distributed along with several copies of the power point that was unable to be presented. In

addition, APNSW put this presentation on its website for the accessibility of others. The issue faced by sex workers highlighted in the presentation was extracted and presented by other member of APNSW during a separate meeting with UNAIDS on Programme Coordinating Board meeting in Geneva.

WAC's continuing partnership with APNSW included support of a regional workshop at which APNSW planned a campaign against new UNAIDS/UNFPA sex work policies. These policies plan to replace the global focus of HIV interventions for sex workers from the present policy of working with sex workers to address their vulnerabilities to HIV with an anti-prostitution focus where HIV money and programs will instead focus on reducing poor women's vulnerabilities to becoming sex workers. WAC was part of a coalition, and provided support to APNSW which lobbied the UNAIDS board to reverse the policy. This coalition was successful and the policy is the first UNAIDS policy ever to be reversed by the UNAIDS board.

WORK WITH HOSPITAL STAFF

We had several meetings with doctors from 5 hospitals, including the Russian hospital, Calmette, Preah Ketomealea, Somdech Ov hospital and Clinic Sangkom and Prum Viheathor to discuss health services for HIV/AIDS people. Even though the situation has improved there are still some problems and hurdles to overcome, such as the costs of accessing drugs. It costs 5,000 riels for a consultation and 15 USD for ARVs and we discussed ways to help poor people. The representative from Calmette hospital is in charge of the ESTHER project. He gave us information about the hospital policy that all people have to pay for consultations and medicine, and if the patient is poor they need

to apply for an exemption, which is complicated. WNU raised an issue within the sessions with the hospital staff regarding discrimination. These discussions ended with concrete measures in place to settle some of the problems raised as well as a concerted effort of the hospital directors to talk to their staff about discrimination against sex workers.

MEETING WITH ESTHER

2 sex workers participated in the workshop on how to take care HIV/AIDS positive people conducted by the Esther Project at Calmette hospital and we always attend regular quarterly meeting with ESTHER program about PLHAs issues.

DRUG TRIAL "TRUVADA"

Truvada trial aims to see if the drug can be used to prevent HIV transmission from mother to child. There are drugs that can also prevent HIV transmission from mother to child. The ANRS-conducted experiment was called Truvada, which is Tenofovir, Emtricitabine combination as an alternative or complement to single-dose Nevirapine. This trial wanted to test with pregnant women when they carry pregnancy from seven month till two months after the delivery.

Five meetings were held with the National Research Agency on SIDA (ANRS) at Calmette Hospital. Five people from WNU and five people from CACHA participated in the meetings to demand detailed information from the researchers and raised some concerns about the side effects after the experiment (the participants are pregnant women). At that time, we had a strong demand to protect the interests of the participants. This study recruited 12 pregnant women to participate in the trial. The participants will be given Zidovudine, a drug already used for pregnant women, between the

28th and 38th weeks of gestation by taking 1 tablet morning and evening. On the day of delivery the mother must take 3 tablets, 1 tablet of nevirapine and 2 tablets of the drug Truvada, which has never been used for pregnant women. For one week after delivery the mother will take one tablet of Truvada every day.

WAC's strategy with this trial is to ensure that, participants aware about the information and side effects of the trial and asked researchers make it clear about the medical, losing incomes when participants become sick and die. WAC prepared a contract of participants on their behalf which layout clearly on the responsibility of the research team, where participants can go for treatment when are sick, compensation to the family of participants when they fall sick or die. The contract was sent to the research group but it was not taken in the consideration.

The trial finished its first phase and all 12 babies and 12 mothers who participated in the trial are in good health and the 12 babies did not contract HIV. They plan to start the second phase in October, 2007 and they will call WAC to discuss with them and present the result of the first phase of trial in order to start for the second phase.

The trial on Truvada drug received medica coverage from Cambodia Daily, Cambodge Soir, and Chareuk Khmer newspaper s they interviewed WNU about the position we are taking in response to this. WNU also talked about the work on sex worker empowerment that they are doing with their members.

WAC AND WNU CONTRIBUTED AN ARTICLE TO THE MAGAZINE

Exchange magazine in the Netherlands requested WAC/WNU to write article to contribute to its column on the sex workers

empowerment and access to health care in Cambodia. The article details about the history of the Women's Network for Unity, its success struggle to stop the unethical Tenofovir trial and the work WNU is doing with the members on health care, violence, and advocacy for the recognition of sex work as work, and the program providing information education for the children of the sex workers who are maginalised in society. The magazine published this article in its summer volume.

SEX WORKERS WILL ACCESS SOCIAL SERVICES

ANTI-PROSTITUTION CLAUSE

Sex workers will access social services that will give them greater control over their bodies and lives

BEER GIRLS MEETING

WAC and WNU conducted regular meetings with beer girls to discuss the process of lobbying for the recognition of their labour rights as beer promotion girls and to demand the beer companies give maternity leave, sick leave, public holiday, minimum wage of \$60 for probation period, regular holidays (4 days per month or at least 2 day per month leave) and health care provision. During the meeting some of the beer girls shared experiences with each other about their work places.

Some beer girls claim that sexual harassment is normal; it comes with the job, because the job requires them to solicit clients to drink beer. If a girl does not allow clients to touch her, how can she earn money? The salary is not enough to support their families.

WAC PROVIDED ASSISTANCE TO THE PROCESS OF THE ELECTION FOR THE SECRETARIAT OF WNU

WNU secretariats are elected every two years of its mandate.

This year the election incorporated a more participatory process from its members and team leaders in designing of the process.

After a series of meetings to decide about the style of election and its system of election, WNU secretariat couldn't come to an agreement. Therefore two members from the regional network of APNSW helped facilitated a one-day discussion and with inputs and experiences from the region, a clearer process was agreed upon. As a result, the meeting lead WNU and team leader to the process of making the statute and roles for the election, for the eligible persons who can stand for the election, WNU members who are eligible to vote during the election and the role of the election committee.

The election committee was formed which consisted of five members of WNU (one transgender, one gay man, one lesbian and two female sex workers). The role of election committee is to ensure that the process of the election is fair and transparency, facilitate and monitor the votes. The election committee is expected to conduct a monitoring visit to the target province of WNU and study whether it is appropriate at this stage to have the voting in the provinces and how do the members feel about this idea.

Its first monitoring visit was Kampot province and it was found out that members of WNU are interested about the election and whether the election is carried out in the province or in Phnom Penh they are interested to participate. They also requested that team leaders and secretariats of WNU visiting them more often.

In the plan they would like to occur to collect the real statistic of the WNU member among 8 provinces and 7 districts in the city. It is

crucial that at this stage, WNU needs to ensure that it is a mass member organisation and the central body of the network needs to ensure that it is neutral and transparency and the election processing like the national election.

WAC helped WNU to write their new proposals for the donors and this year they received more funding from AJWS to run their activity on the none-formal education with the children of the sex workers. Beside the proposal for the AJSW, WAC and the APNSW member also helped WNU to design its three years activity plan to submit to the donors who are interested to fund WNU. This new strategic plan focus WNU work on the core that address the problems its members are facing: Empowerment of sex workers, Advocate for sex workers rights and no discrimination against sex workers and access to health cares and services that improve their life quality. This new proposal will give focus for WNU to work and strengthening its members.

TRANSGENDER, GAY AND LESBIAN MEETING

Transgender, gay and lesbian are the marginalize group and discriminated from society. They are from seven areas around Phnom Penh WNU covered discussed on how they can organise their group and form an affiliation with the WNU in the future.

The groups have also demonstrated cooperation and unity in dealing with potentially abusive and threatening situations by informing their friends about

bad client behaviour. If such thing occurs, pre-arranged signals should be prepared (such as sounds and gestures) that can be relayed to each other so that other sex workers can then assist or counter potential abusers by showing themselves in numbers.

Two transgender members of WNU was invited as guest speaker in the TV program, "Don't laugh at Me" which is a program that address the social discrimination that sexual minority group in Cambodia face in society. The member identified about the problems they are facing in society and in the family, as transgender. She raised about the important of organising themselves and protect each other, a good network such as Women's Network for Unity that protect and help the members who are sex workers and sexual minority group. The transgender also strongly requested to the society and audience of the program to not discriminated against them as it is their rights to choose how they should lead themselves and society needs to accept the differences. Through this program we can see that the discrimination against transgender, Srey Sros, in Cambodia society is reducing as they are publicly exposes themselves and their sexual preferences. However, more work is still needed with the same group who are at the bottom of the lines such as transgender sex workers.

Members of WNU who involved in the cultural group join with the Messenger Band in its concert in the province where they perform on stage the problems of violence against women and children, particularly domestic violence. It is a good collaboration between

WNU and Messenger band on this joint activities where problems that grassroots group such as members of WNU is highlighted in the role play, fashion show and songs during the concert.

MESSAGE TRAINING FOR WNU MEMBERS

One French Canadian professional masseur was hired to provide massage training for 18 WNU members for one week through a combination lecture and practical experience. The training provided the WNU members with more potential income activities and alternative to penetrative sex in a safer way that is free from violence and abusive from clients. In terms of sexual activity, massage will relax partners and could lead to non-penetrative sex. It is also a good way to soothe aggressive or violent clients or partners.

After the training, two trainees got jobs at the message parlor in Phnom Penh that this job can provide them regular income.

WNU MEMBERS PARTICIPATED IN THE RESEARCH WITH CACHA ALLIANCE

One member participated in the research with CACHA alliance on food and nutrition through 192 interviews in four provinces and city. The research made the member to have more experiences in interviewing and interaction skill and case study writing. Research team CACHA used the result of the research when they launched the press conference on "Food for all PLHAs" by invited NGOs, UN agencies, parliamentarians and related government institutions.

END VIOLENCE AGAINST WOMEN



SAFE WORKING ENVIRONMENTS

END VIOLENCE AGAINST WOMEN

STOP ALL FORMS OF VIOLENCE

HELPING
EACH
OTHER
LEAD
TO

FAMILY
DEVELOPMENT

Women workers to have safe working environments where they are less vulnerable to violence and all forms of exploitation.

SELF DEFENCE SESSIONS

WAC organised four self-defence sessions for organisers and WNU team leaders and elected officers to equip them with basic skills to protect themselves in risky situations when leaving their jobs at night. The organisers in a few DICs continued to train and practise with workers in the DICs, while other organisers replace the energiser games with this self-defence practice before they start each learning session on Sundays. Workers feel that it is important to

learn this skill, but they wonder whether they would be able to use it to escape a vulnerable situation when male gangs are around. In some areas where there are many gangs, the organisers are hesitant to practise the skills because they are afraid of being provoked by the gangs. The participants who are confident about what they learned peer educate their friends one more time at WAC.

In many villages in Prey Veng Province, singing performances were held to raise awareness related to livelihood, debt, rape, discrimination, violence, fertiliser issues and especially impact on health during the production of a documentary by a team from

Australia. The Villagers were very happy with the songs and many suggested that we come more often; they said that all the songs were a true reflection of their livelihood and the real situation in their village.

SPEAK-OUT EVENTS

International Human Rights day WAC collaborated with International and local NGOs by sending 214 people from our target groups (farmers, factory workers and sex workers) to Olympic Stadium to conduct a big event on Human Rights Day. The audience included about 10,000 people from different areas around Phnom Penh. Our group performed a role

play with the “Cool Violence” aimed at educating people and raising awareness among the general public. WAC distributed documents and posters related to the issues of factory workers, sex workers and farmers, including IEC material on OHS, the Labor Law and WB issues. Some people cried because the performance showed realistically the actual situation facing many women.

International Women’s Day

More than 220 people including sex workers, transgender, gays, lesbians, beer girls, CAPPD (parliamentarians), UPWD (the target group from Urban Poor Women for Development), Vithey Chivit (VC), AUA (the ARV Users Association), PWHO, AAI (Action Aid International), CWCC (Cambodia Women Crisis Centre), and Internew participated with the Provincial Women Affairs Department in Kampot to organise IWD on March 8. The aims of the Day were to:

- Stop all Forms of Violence against Women and Children
- Support and Provide a Chance for Women to be Leaders

At that time we performed a role play on the causes of discrimination and violence against women and children and sang songs composed by the Messenger Band on the issues of violence against women and children.

International Labour Day

Around 600 people, including 250 sex workers, 250 garment workers, 15 farmers from Prey Veng province and people from NGOs, participated in the speak-out on International Labour Day. They demanded the establishment of an eight hour work day and tried to educate the general public about the situation of people who have migrated from rural areas. In particular, the participants described the situation of garment factory workers and the conditions they are forced to work under.

Next, the workers and activists performed various role-play skits and held a fashion show, with included people holding signs with slogans like:

- Don’t Sacrifice Labourers for Profits
- Cancel Rural Debt
- The Workers United Can Never Be Defeated
- Act for Change

For the speak-out we invited a group of famous Ayay to sing songs on the situation of farmers, migration, debt, health services, education, reasons why some girls become sex workers, and exploitation by employers. The Messenger Band sang a few songs composed by the workers about violence against women and children, and working conditions in garment factories. They also sang a song called Bread and Rose, which raised questions regarding the labour laws. This was a good opportunity for garment workers and sex workers to speak and demand their rights, as well as to tell the general public about their situations.

GLOBAL AIDS WEEK

After the research of CACHA network finished, CACHA members organised a press conference where around 200 participants attended. Participants including PLHAs, sex workers, women garment workers, women from poor community, and staff of NGOs, . The speakers from National AIDS Authority (NAA), chairman of the Committee on HIV/AIDS at the Parliament, and five PLHAs from the provinces spoke at the press conference. Many concerns and questions were raised by PLHAs on the lack of food aid that the donor provided to them did not reach them, the government need to look into this problems and check the validity and quality of the food before distribution to them, the food and nutrition is as important as the

medicine to prolong their lives and lacking of one will not help the patient and their family. The chairman of the committee, H.E. Hou Naun, and the NAA representative promised to bring all the problems to the attention of Sam Dech Hun Sen, Sam Dach Chea Sim and Sam Dach Heng Samrin to hear the problems of the poor people.

UNAIDS appreciated the concerns raised by PLHAs and will bring these to discuss among the UN agency who involve in the food aid to the victim.

After the press conference, World Food Programme who is the responsible agency from UN to provide food to the victim contacted WAC in order to discuss about the finding of the research and clarify some points raise in the research report, particular on the point of:

a. the quality of the food distributed: WFP claims that they always distribute good quality food to their partner to provide to the patients but what actually go to the hands of the people, they did not monitor. WFP promised to monitor their partners about this issue. Two weeks the press conference, a report appear on the local newspaper, Cambodia Daily, after the WFP talked to its local partners. The director of local NGOs

b. the quantity of food irregular distribution available: since the beginning the Global Fund which funded the food and nutrition to PLHAs through WFP cut all funding for supporting food for PLHAs.

This impacts on the amount of food that WFP can provide to PLHAs which resulted in PLHAs did not have sufficient food consumption and it impacts severely on their health as found by the research. The WFP received some fund from G8-Japan Embassy to cover this but it is not enough to address the

PLHAs needs.

PLHAs called for support and attention from the government, UN agencies, NGOs to address this problem because PLHAs are starving, they need sufficient food to consume beside medical treatment.

WAC FACILITATED A GENDER TRAINING SESSION FOR THE STAFF OF COMMUNITY FOREST INTERNATIONAL (CFI)

WAC facilitated a gender session for the Gender project of Ratanakiri Network Support Program, which is part of Community Forestry International (CFI). The purpose of this session is to share experiences of WAC staff with a new gender project. The new project's objective is to empower Indigenous women to be involved in the land rights issues that involve their communities. This is a chance for them to ask many questions, listen to how other gender projects work and learn from other Cambodian women about real issues and practical solutions.

As part of the training, CFI organised a field visit for all the participants and facilitators to La Ok village to discuss with indigenous women about the difficulties they faces. There were about forty female participants (married and unmarried women, widow, and girl). The discussion took place in Kreng language and was translated into Khmer. There were many issues that rise by indigenous women such as: domestic violence, marital rape, house work burden and collecting and finding food for family. There were different between the role of men and women, son and daughter in the family: sons are not raised to help household works.

The participant expressed that they have never had meeting with anyone before where issue of women were raised and discussed

in the way WAC team did with them. The participants and CFI advisor strongly suggested that WAC team make the follow-up visit, at least one time, to their village again and have more discussion on gender. CFI and WAC continues its longer collaboration and they planned to send their staff to meet WAC team in Phnom Penh to learn more about WAC program on empowerment with sex workers, women worker and the strategy with are using with grassroots women. They hope that they can use similar model with indigenous women in Ratanakiri.

GIRL SPEAK-OUT PROGRAM OF COSECAM

Two WAC staff were invited to share the experiences on women empowerment and gender issue with the girls who are victims from violent situation, trafficking, domestic violence, rape, poor family. WAC shared the experiences on empowerment work with women garment factory workers, sex workers, children of the sex workers who now can access the non-formal education with the support of their parents and pointed out how important for women and girls to be strong, confidence and speak out.

Girls asked questions to WAC staff of how to be strong women, knowledgeable. The girls like the behaviour of WAC staff that are friendly, open heart, and interested in experiences from personal views and works. WAC encouraged those girls to continue their efforts both learning and working and fight for justice as their dream as they did during the children forum in Thailand. WAC also shared with them other form of advocacy which is not only focus on speaking all the time but they could use a more creative way such as songs to talk about their problems that the children who are victims encountered in their lives. COSECAM requested for another

meeting with WAC to learn more about WAC works and staff on women empowerment and organising and how women can address their problems as well as invite the member of Messenger Band to help with girl group composing songs about victim of trafficking and violent situation.

ADVOCACY THROUGH MEDIA ON MIGRATION ISSUE

One organiser was invited three times to be a guest speaker, twice at the radio FM103 programmes "Men Kor Ei" (True or Not?) and "Srey Toch Hip Hop" (Hip Hop Girls) and once for an Apsara TV programme. On the first occasion, she made such an impressive speech that the producer sought her for other programmes. On the three occasions, the themes of discussion were whether rural-urban migration improves the livelihoods of migrant workers, and the situation of women workers in the garment industry in Cambodia. On the first two occasions, many questions were raised by people listening to the programme, about women migrants, especially women garment workers, difficulties in migrating and living conditions. It was a good opportunity for her to make people aware of the situation of migrant workers. She also pointed out the discrimination that women workers face. So there were thousands of people who heard about the reality of garment workers, who are exploited and abandoned by society while they are working to support their families and who produce very big profits for factories in Cambodia. Moreover, she gave various examples of migrants who work in Malaysia and the difficulties they face with very little opportunity to seek assistance.

On the third occasion, she was invited to Apsara TV to speak about the lives of garment workers, especially women workers, and the changes in their lives from when

they lived in rural areas. The interviewer found the guest speaker very hard to believe and said that the speaker had very high knowledge about the garment industry, and that is not found in most garment workers. The organiser used this opportunity to increase awareness among the general public about the challenges faced by female workers, such as discrimination, harassment, poor working conditions and the struggle to earn a living. On each occasion organisers strongly urge potential migrant workers to seek information and assistance before they decide to leave their villages in order to minimise the risks they face.

FILM MAKER PRODUCED DOCUMENTARY

The WAC team worked with two film makers from Art Resistance in Australia to produce two documentaries, one of which focuses on the impact of neo-liberalism on women workers, sex workers and farmers in Cambodia. This documentary highlights the impact of privatisation of basic services like health care and education on workers' lives, and of credit at unaffordable interest rates and how that forces poor farmers into deeper poverty. This video will be used for awareness raising about the real impact of privatisation in poor countries like Cambodia.

In August, 2006 one WAC staff who went to work with the film crew on the documentary was invited as guest speaker in the program of Active Radical TV which televised the issue the film covered on Cambodian sex workers and their problems, the unethical drug trail that was planned to be carried out in Cambodia and later stopped by the Cambodian government, the informal education program of the children of the sex workers as well as the policy imposed on

Cambodia by the international financial institutes, namely World Bank, International Monetary Fund-IMF, the Asian Development Bank which impoverish the nation as state is inability to provide the basic services such as education and health for its citizen.

WAC FACILITATED SEX AND TOURISM SESSION

A group of students from US and Canada came on the study tour in Cambodia and met with a number of institutions in Cambodia, WAC was one among them. They requested WAC to run a session on Sex and Tourism in Cambodia where WAC shared the experiences of working with sex workers, the economic factors that pushed women to be in the sex industry at the first place and the problems they are facing, from HIV contraction to rape to violence from clients, police, brothel owners, and the discrimination sex workers are facing in society.

The students, who are mainly having the fundamental ideas toward sex worker raised questions that tended to judge on sex workers being the HIV carriers and a burden for society. Members of WNU argued that there is no other choice available for the poorest women in Cambodia and no one would like to be sex workers that society highly discriminated against but they use the last asset they have for the survival of themselves and their family. Sex workers are aware about the risk of contracting HIV thus do not want the client to risk their lives but usually it is the client who used their power as the patron to force themselves to have sex without using condom. The important thing is that sex workers should be empowered to negotiate and fight for their rights and power in order to contribute to the prevention of HIV in Cambodia.

BUILD STRATEGIES ON HOW TO PROTECT THEMSELVES

END VIOLENCE AGAINST WOMEN

Women workers build strategies on how to protect themselves from widespread male violence, rape and fight against gender discrimination in society.

ASSISTANCE AND REFERRAL OF VICTIMS FROM VIOLENCE

WAC helped female survivors of abuse (two raped by gangsters, three had suffered from violence committed by the clients) to go to CWCC for make formal complaints]

WAC CONTINUE COLLABORATION WITH CWCC, LICADHO, NYEMO

- WAC's partners recognise WAC has a lot of network related to the consultation for the survivor, WAC provide information to those network such as CACHA, Kor Sang for send their target group who have problem related to violence, gang raped in order to make formal complaints
- As WAC is very strong in empowering, WAC is invited to join co-organiser with NYEMO for the session on gender issue for two times per month.

WNU WAS INVITED TO SPEAK ON SEX WORKERS LIFE AND HIV PREVENTION

A secretariat of WNU was invited to speak on the program of the radio station on sex workers life and HIV prevention. This is very essential moment for WNU to advocate for sex worker rights among the Cambodian teenagers which this program targeted. The secretariat took the opportunity to education the youth as well as give information about where they can access for services such as blood testing, counselling on HIV and reproductive health problems, and she also gave out the contact of WNU secretariat should the

public/callers of the problems would like to contact for assistance. After to the program, there were students from high school, construction workers contacted her to consult on what they should do and go for their health problems. They emphasised that they have never talked about this issue with other people openly for they fear about the discrimination and judgement on themselves.

ACCESS TO HEALTH CARE AND TREATMENT

In the last year, WNU had sent many of their members to seek for medical care and treatment which included:

- 196 people having blood testing.
- 583 people to have the health check up.
- 50 women to deliver baby at the hospital.
- 152 people to be hospitalised for both minor and serious illnesses.
- 115 people to receive medicines of ARV, opportunities illness medicine.
- 68 people to obtain health care and treatment from private clinic.

Not all of these members depend on WNU secretariats to take them to the access all these mentioned services. Team leaders in each area are now able to send their members to obtain the services themselves. In some areas, the members of WNU are also confident to go to have the check up themselves. This is a good empowerment process where members and team leaders take up their own initiative to provide/seek for services they need without the pushing or assistance all the time from the central level of WNU.

SEEKING LEGAL ASSISTANCE FROM CAMBODIAN WOMEN CRISIS CENTER (CWCC)

WNU assisted 23 people in seeking legal assistance from CWCC, from the Ministry of Women's Affair (MoWA) and LICADHO. The survivors were staying at shelters from four to six months to get the consultation from the legal persons and received vocational training. The survivors said they are not dared to sue the abusers who are their clients, boyfriends, and some police as they are scare of the any bad actions that may commit by the abusers. The survivors claim for only some money can be used to pay for medical conditions and treatment.

WNU works to collaborate with the local authority and reported problems their members face and demand for more protection from them but there are still some local authority and police who have behaviour trying to attack sex workers as they think sex work is illegal and sex workers are bad girls.

WNU SHARED THE EXPERIENCES SEX WORKERS FACE WITH WOMEN FACTORY WORKERS, FARMERS

9 members of WNU shared their experiences working in the sex industry where they face social discrimination, rape, violence, self-abuses, exploitation and extorted by clients, gangsters, local authority and brothel owners. They can deal with these problems when they feel they empowered and understand their rights through the negotiation skills. Sex workers called for solidarity and unity from the factory workers particularly women who face similar problems. They said that WNU secretariats and team leaders are happy to work with women factory workers and can help send those who get sick to some of the hospitals that WNU works with to get free health

care or at lower price if they are poor and not able to pay for the treatment. WNU and women factory workers learnt from each other on the organising, working with their friends and solve problems they face.

WORK WITH GRASSROOTS WOMEN END VIOLENCE AGAINST WOMEN

Work with grassroots women and vulnerable people for consciousness raising and empowerment.

WNU OUTREACH TO THEIR MEMBERS IN PHNOM PENH AND PROVINCES

Sex workers have worked on outreach projects to visit other sex workers around Phnom Penh city and some provinces in order to develop their community, to urge them to unite to empower themselves, to educate them about HIV/AIDS and other diseases, to encourage them to consider their rights, their lives and health among sex workers and to create strong solidarity to support each other.

Sex worker leaders were sent on monitoring visits in different areas around Phnom Penh, railways station, Toul Kork, Ttralok Bek, Pet-Loksang, Boeung Salang, Building, Sornsomkosol, Svay Pak, Kien Svay, Kampong Speu, Takeo, Kampot, Kampong Som, Siemreap, Battambang, Pursat, Kampong Chhnang and Bantey Meanchhey Provinces.

Problem Encountered during monitoring/outreach:

- In Tralokback, Pet Loksang and Boeusalang areas: the NGO staff told sex workers not to participate with WNU, claiming they will be cheated. The WNU overcame this by building trust among the sex workers, which is very difficult because the sex workers are scared of the NGO's. On the other hands they understand that a network made up of their own

social group that has a proven track record of standing up for sex worker rights is trustworthy. Furthermore, the WNU is fighting for their rights, to end violence, for dignity, access to health service etc, and these issues are more important to them than following an NGO's regiment of monitoring condom use and teaching others how to wear the condom.

- Takeo province: the karaoke girls have been threatened by the local authorities, who are claiming sex work is illegal. The WNU have proven to the authorities and sex workers over there that this is simply not true because in Cambodia the law does not state in any article that sex workers are illegal or legal. Provincial monitoring in Kampot, Kampong Chhnang, Kampong Speu and Battambang was successful and the WNU membership is increasing. The provincial outreach team in Kampong Chhnang is very happy with WNU. The local government, WNU and WAC relationships are very strong.

- During the monthly meetings, sex workers discussed potential strategies to support the sex workers' children who have no mother and to extend their solidarity and power. These strategies emphasised cooperation and unity in numbers. For example, during the past six months they had supported four pregnant sex workers and two sons of sex workers' children whose mothers passed away by HIV/AIDS. The team leaders and members sent their friends to the hospital and take care of each other. Some of them raised money from the network to support the families of patients. Outside the hospital, WNU contacted Maryknol to help two boys who are the children of their members and Prom Viheathor organisation that can support the two children with food and education.

It is very crucial that sex workers

have such good initiative to expand their program and activities to focus on their children non-formal education to help improve lives of their children. They also helped those children from poor families in the community who are not able to send their children to school and WNU now assisted 53 children to enroll in the public school.

The groups have also demonstrated cooperation and unity in dealing with potentially abusive and threatening situations by informing their friends about bad client behaviour. If such thing occurs, pre-arranged signals should be prepared (such as sounds and gestures) that can be relayed to each other so that other sex workers can then assist or counter potential abusers by showing themselves in numbers.

Now the sex workers feel stronger. They have a have sense of achievement and feel brave enough to speak out and do not easily believe someone else. One comment received from a sex workers committee member was: "Before we always believed what the NGOs told us. If we wanted to go anywhere we needed to tell them first but now we understand that we have the right to go to do what we want. They understand their rights based, right to work and to make decision. WNU secretariats and leader play the leadership role to lead their members and expand their areas and works. WNU members said that they can do advocacy and demand for their rights based approach and safe working environment, such as the post drug trial (Tenofovir) as they demanded the long term of insurance for the positive side effects. Recently, when they heard that one group of researcher would like to conduct a new experiment on Truvada, they are able to discuss with the research team to raise their concerns and demand for details information and insurance that can be benefit and protect participants

who are poor, even though they are sex workers or community people.

WAC CONTINUES TO SUPPORT 7 DICS AND 30 KEY ORGANIZERS

WAC has continued to support drop-in-centres (of which there were eight, but one in Toul Sangke closed in February 2007 while another one in Meanchey reopened in the same month after a problem with flooding was solved). The drop-in-centres are in strategic areas where most women garment workers live: Toul Sangke, Tuek Thla, Prey Tea, Choumpou Voan, Dangkor, Meanchey and Pochentong.

The operations of the DICs are run by 30 organisers. They organise and facilitate sessions to meet the needs of workers who want to know more about issues. WAC continues to build the capacity of organisers so that their knowledge is wider and their confidence stronger. Some 2,053 workers came to participate in the sessions at the drop-in centres. When the workers do not understand some of the information in the publications or other material, they ask the organisers or their co-workers who live nearby. The number of workers who access the DICs has increased, so more books and information are required from WAC. Besides coming to the DIC and reading the available resources, many workers borrow books from the DIC to read at home, due to their limited free time.

The organisers reach out in their free time or during their holidays to build relationships with the workers, mobilise their new comrades and share information with them. They are reaching out to many other workers and attempting to involve unions and give constructive advice to bring unions and workers closer together. They also collect

information about working conditions, case studies and brand name labels from different factories. WAC staff and the Messengers band members (six current and former garment workers) also do outreach with organisers in the evening after finishing their work.

Five of 30 organisers working in the WAC programme have improved their own capacities, and this has been recognised in the factories where they work. Through the work they are doing with WAC, they gain knowledge, and the workers in their areas have made

them become strong advocates for workers' rights. Four of them were recently elected as workers' representatives or union representatives in their factory, and the other was elected union leader in the factory. Other organisers have played an important role among the workers by explaining about legal protection for workers' rights and benefits.

Following an external review's recommendations for the garment workers project and the future of DICs, WAC conducted a small needs assessment with workers and organisers in DICs in Prey

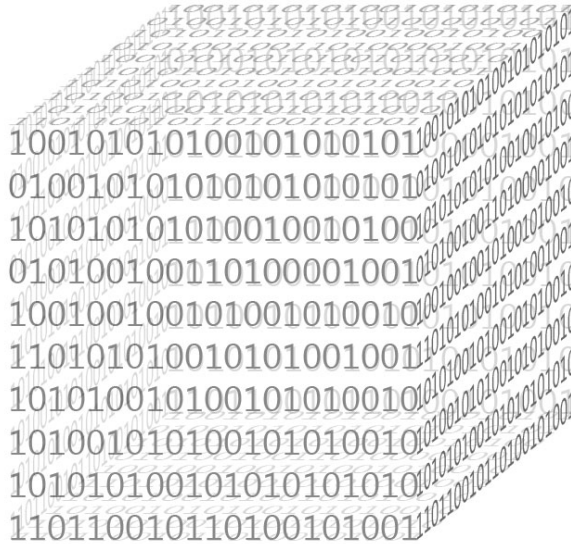
Tea, Chumpu Voan, and Tuek Thla. Through this assessment we found out that most of the organisers were very strong in leading and reaching out, but that there were some who needed support in knowledge and skills to facilitate a workshop. They asked WAC to continue supporting the operation of DICs in order to help them share information related to the labour law, migration, debt, violence and globalisation with their co-workers. Workers at the DICs suggested more activities from WAC like literacy and English classes as extra activities to attract more workers to the centres.



TECH WAC

WHAT'S NEW

WOMYN'S AGENDA FOR CHANGE



We are currently had 1 Server (cloned), 17 Desktop PCs and 3 Laptops. Majority of them are running on Window XP sp2.

WAC server is using for Gateway, Data storage, and Mail server.

OTHER DEVICE

WOMYN'S AGENDA FOR CHANGE

Printer

There are Brother 6050DN Laser Printer (for all users) and HP 1200 Laser Printer (for finance dept.)

Scanner

We have only Snap Scan Agfa 1212.

Photocopy

We use Canon NP 7120

Digital Camera

We have Sony Cyber-Shot DSC-W30 6.0 MP, Sony Cyber-Shot DSC-L1 4.1 MP and Sony Cyber-Shot 1.6 MP 6x optical zoom.

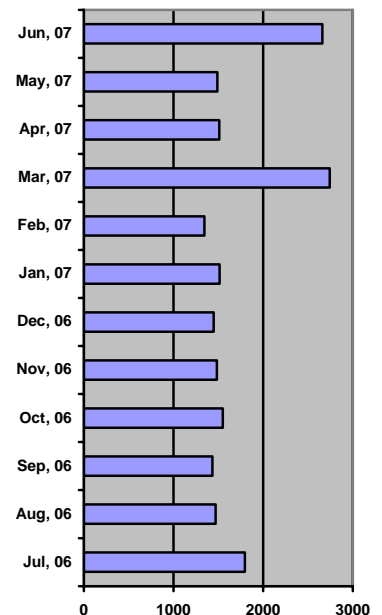
Facsimile

We are using Brother FAX-1020e. Fax number is: +855-23-722-435.

Display Tool

We also have Sony VPL-CS5 Projector for big screen display in any workshops or conferences.

Internet uses



Usage

The Womyn's Agenda for Change Networking System

