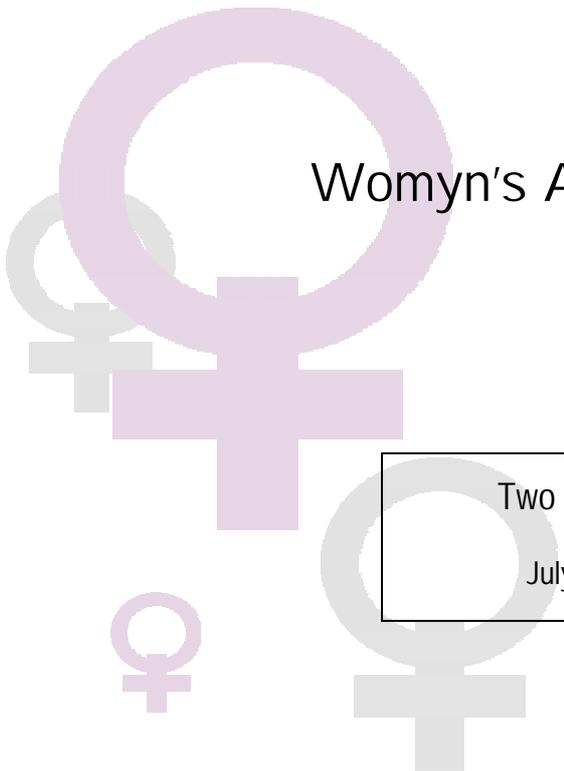


Womyn's Agenda for Change

WAC

Two Year Strategic Plan

July 2004 – June 2006.



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Background

About the program

The WAC program has been operating in Cambodia since its inception in late 1999. This strategic plan represents a 'building on' and 'moving on' from the activities of the past. To summarise some of the activities and direction of the three main program areas, in the past four years:

Sex worker empowerment program: WAC has worked steadily over the past 4 years with a growing number of sex workers, gradually building trust with the WAC team and with each other and using a variety of practical outreach and creative strategies to nourish a genuine solidarity amongst sex workers. The Women's Network for Unity is the prime example of this. It formed as a very small circle of sex workers, women who were afraid of NGO workers and of using their own voice to effect change. They had little feeling of their own worth and almost no knowledge of their own rights. Now, in 2004 the WNU has a membership-based, democratically elected Secretariat that responds to and reach out daily to sex workers across Phnom Penh and beyond. WNU is in the process of registering with the Ministry of Interior to be an independent organisation, but this coincides with a withdrawal of financial support from many former NGOs, because of the new USAID restrictions on funding any sex worker empowerment initiatives.

The WNU construct their own advocacy campaigns that seek to protect the rights of sex workers, represent themselves in national and international forums with governments, NGOs and hold press conferences that are solely designed and conducted by themselves. These are just a few of many examples of how the sex worker empowerment program has developed and progressed and this gradual process of 'movement building' and 'empowerment' will continue, with adequate financial support, in the following two years.

Garment Worker Program: The success of the model of women's empowerment, rights-consciousness and collective action demonstrated by the sex worker program formed the basis of the design of the garment worker program in early 2001. This program also began with bringing previously separated groups of women together, in a non-threatening setting and building trust and drawing on their shared experiences and problems to inform how to work collectively and to effect change. The knowledge of garment worker (and sex worker) lives, families, histories, reasons for migrating or seeking work in the factories was the result of extensive field research conducted by the WAC team. This knowledge, understanding and empathy gained by the WAC staff members allowed them insight into the worker's lives, helping to build a two-way process of trust. This trust has allowed the process of learning, understanding and information sharing on issues vital to the garment worker's lives – their living conditions, violence, conditions in the factory, employment insecurity, and the impending end of the Multi Fibre Agreement. The workers themselves now conceptualise and speak out to each other and represent themselves in national and international forums. They provide services to each other at Drop In Centres, they are now involved in factory monitoring, they now hold unions and NGOs accountable for how they purport to represent and help them. They demonstrate solidarity to each other and an emerging knowledge of their collective power.

Again, the beginnings of a women's worker movement has begun and with continued support will continue to be strengthened and built upon in future two years.

This history and the worker's beginning to take control, having their voices heard, taking action and seeking their own solutions to (amongst other things) the effects of the MFA expiration, has direct links to the proposed workers' factory that is detailed on p 3.

WAC - Current

We are now in a phase where we are still learning, but WAC is concretising the knowledge and understandings we have gathered and built since inception. The poor in Cambodia still face major challenges as the neo-liberal agenda of privatisation, de-regulation and fiscal austerity is still being strengthened. Therefore, the work and focus of WAC is still needed to further understand the links and impact between this globalisation strategy and its impact on the poor.

Cambodia was accepted into the World Trade Organisation (WTO) in September 2003. Due to a parliamentary deadlock, this has not been officially ratified by the Government, but it is expected to be implemented before the twelve month deadline set by the WTO expires. As a Least Developed Country (LDC) Cambodia was eligible for a range of exemptions and extended periods for implementing policies in line with those set by the member states of the WTO. In the time of our previous Strategic Plan we undertook an analysis of all the potential exemptions that could be granted, and found that Cambodia did not receive the overwhelming majority of these during membership negotiations. When membership to this world body officially occurs, the subsequent policy impacts on the poor have the potential to deepen the poverty, suffering and exploitation of many Cambodians, all in the name of free trade.

This analysis formed the basis for advocacy work by WAC at a parliamentary, ministerial and organisational level in Cambodia, networking with local and international labour organisations, linking and informing a position paper put out by Oxfam and also created information material for grass-roots people and organisations to use. This is just one example of the way WAC works and the positive effect that critique of the neoliberal processes and instruments can have on creating informed debate and advocacy.

WAC remains committed to 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. All of our work occurs through the cross cutting theme of gender, as it is women, especially poor and socially stigmatised women, who are often marginalised and excluded in their attempts to gain access and equality in all aspects of their lives.

In this Strategic Plan, WAC moves out from the 'umbrella' of Oxfam Hong Kong. As of July 1, 2004, WAC is an independent, internationally registered NGO working in Cambodia. Members of the Board and the Executive Director of Oxfam Hong Kong have committed to a continuation of some degree of funding, but overall program control and directions will now be managed by WAC. This Strategic Plan sets out the details of what program areas shall continue and be further developed and refined as well as highlighting new areas of research and activities.

WAC's commitment and focus

WAC places development, poverty and gender in Cambodia in its global economic context. It goes to the heart of poverty by examining the global economic system and policies which create it. All organisations, which purport to fight poverty, must also examine the reasons why people's livelihoods are under threat, why they are denied basic services, what is threatening their right to life and security or preventing their voice from being heard.

WAC seeks to promote understanding, at all levels, of global economic and social trends through analysis of free trade globalisation and its instruments, including PRSP's.

Critical, detailed analysis of the interplay between gender, globalisation, PRSP's and trade liberalisation and deepening poverty is central to achieving change.

WAC promotes discussion and analysis of the relationship between PRSP's, policy issues such as cuts to social services and their contribution to gender inequity, exploitation and poverty in specific sectors, with and between grassroots, public, government, NGOs and international social movements

Research

Central to any critique of the global forces that induce deepening poverty is research into the causes and specifically the experiences of other developing nations in the region. Cambodia has only recently been fully 're-integrated' back into the world economy and the past 13 years has seen a rapid implementation of the neo-liberal agenda and its instruments on this country. The subsequent impact on the lives and livelihoods of the majority of Cambodians has been negative, in many cases devastating. Research and intervention into the garment and sex work industries will continue and progress - including reasons for women moving into these areas of work and women's experiences while working. However, other areas have been identified as additional sites for inquiry. These items are listed under Section D.

These areas represent the continuation of the holistic view that WAC has always undertaken. In order to better understand the root causes of deepening poverty and gender discrimination, our approach as always been to listen to the people who experience it on a daily basis.

WAC's approach to research involves its outputs being utilised in advocacy campaigns and in helping people especially at the grass roots understand the causes of deepening poverty. In order to develop successful advocacy campaigns it is essential that the voices and concerns of the grassroots be included.

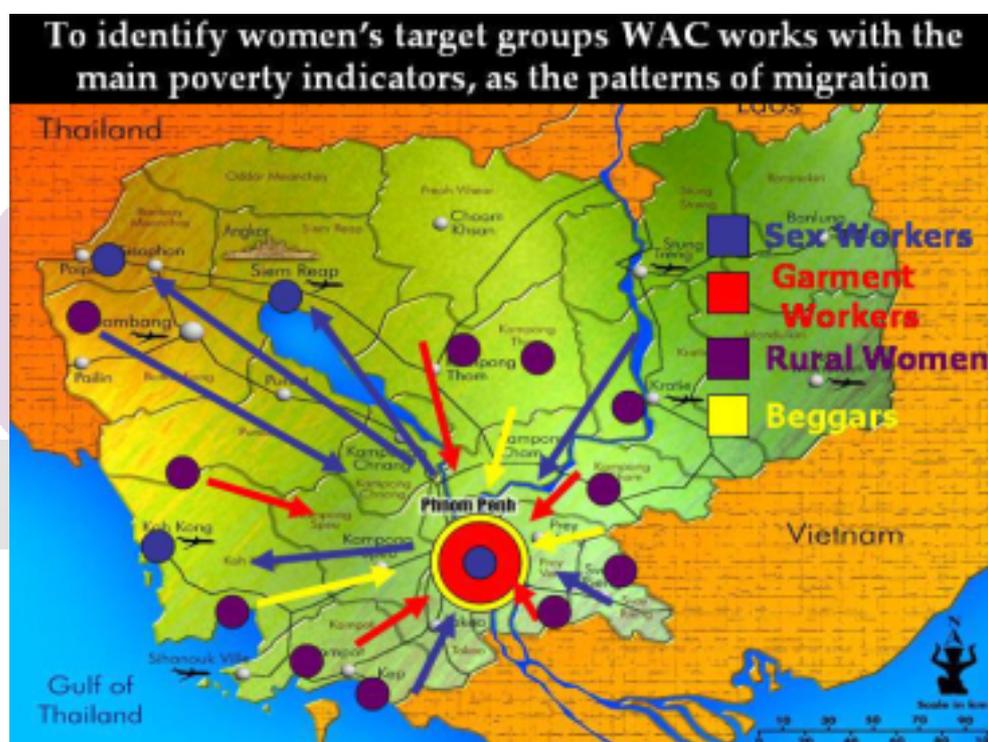
Our approach; listening, learning and placing this knowledge into a wider global context are essential if the lives of the poor are to be affected in a positive way. WAC does not usually hold workshops or press conferences to release the findings of research, but prefers to put results to better use through advocacy campaigns, information booklets for media and other organisations and generating educational materials for grass roots people to better understand and potentially challenge the global pressures at play on their lives.

Why WAC?

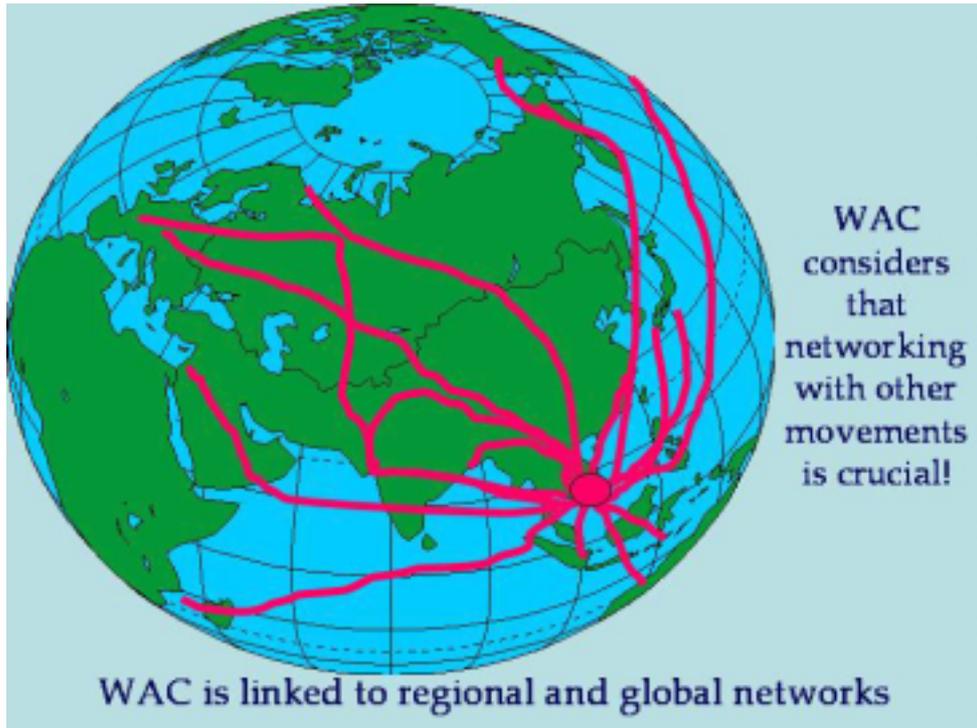
At the same time as Cambodia's re-integration into the global economy, there has been a profound rise in the number of development agencies undertaking work in this country. Most development agencies, if not all, do not critically assess the impact of neo-liberal reforms on the poor, especially women. Most agencies uncritically believe the rhetoric that emanates from the International Financial Institutions, IFI's (the World Bank, International Monetary Fund and other major donor-lending agencies). What they constantly fail to appreciate or analyse is the 'structural adjustments' or the conditionalities attached to IFI loans. In one workshop, several local NGOs suggested that the IFI's come and monitor the operations of the government of Cambodia, in order to keep them accountable.

Few members of the audience saw the sheer irony of this statement, those that *force* government policy in crucial areas of agriculture, health, education, investment are believed to be the best agencies to see that it is being *enforced*. Those who did see the irony were WAC team members.

WAC provides an alternative frame of analysis, one that is not conceptualised or understood by the vast majority of NGOs working in Cambodia. NGOs in Cambodia have showed a constant absence of self reflection on their own role as the agents of deepening poverty and in many cases, agents of globalisation. Therefore it is vital that the WAC approach continue to be a loud voice against the tide of globalisation and neo-imperialism headed by 'development agencies' and IF institutions. WAC will continue to be selective about which NGOs show an openness to learn and contribute. WAC will continue to share knowledge, analysis and experience with these NGOs in Cambodia



Picture 1. Areas of Cambodia where WAC works



Special Items

Additional to the budget totals indicated on page 30 are the following special items that WAC wishes to undertake during this Strategic Plan.

1. Reconstruction workshop

\$20,000 Year 04/05

This will be a collaborative undertaking with *Focus on the Global South*. The workshop will follow on from a discussion-workshop at the *World Social Forum 2004*. The focus of the workshop will be *Reconstruction or Empire Building?* Delegates from Cambodia, East Timor, Afghanistan and Iraq will be invited to attend. The purpose of the workshop is to share experiences on how 'reconstruction' is used by the North to implement the neo-liberal agenda. Through examining each country's experience, the tools and methods of globalisation and liberalisation can be better understood. It is hoped that delegates attending the workshop will be then able to share ways of resisting structural changes imposed by large donor agencies and Northern institutions. It is also envisaged that a publication will be generated from the workshop. Cambodia has been selected as the host country as it was the first nation to have a United Nations Transitional Authority and a subsequent rapid liberalisation of its economy.



2. Garment Factory seed funding

\$30,000 Year 04/05

A preliminary concept paper about the Ethical Garment Factory is available on the WAC web site at <http://www.womynsagenda.org/docs/sereypheap.pdf> . The World Bank has been advising the Cambodian Government that a potential way to market the Cambodian garment industry, post expiration of the MFA with United States, is to emphasise the 'ethical dimensions' of production – essentially labour standards.

WAC envisions the creation of a garment factory that is collectively managed and potentially owned by workers. The factory will operate on ethical sourcing and production methods and sell to the growing ethical trade market in the North. The factory will not be limited to production of its own label, but be able to source external contracts in order to be financially sustainable. The seed money will be used to explore the logistics of setting up a factory in Cambodia, some management training, and research into sourcing of raw materials and markets. What this project aims to do is provide a few workers who may potentially lose their jobs following the end of the Multi Fibre Agreement with a chance at being employed in an empowering environment. It may also provide a template for workers groups in other countries to follow.

3. "Voices of the Women"

\$15,000 Year 04/05 and 05/06

As demonstrated in other areas of WAC's work, the singing of songs has been a powerful and unobtrusive way for women to express their experiences ideas and emotions. Singing has the ability to draw a large audience and can elicit their participation in a non-threatening manner. Therefore it is a useful tool to carry messages to a wide audience, while at the same time being entertaining and participatory.

What the Voices of the Women seek to create is a band of young women who can listen to and empathise with people, especially women, in rural communities. Upon hearing their stories the band can create songs about these peoples lives, intermixed with analysis and spread these messages around the nation. What this will serve to do is help rural communities understand that they are not alone in their daily struggles; the causes of deepening poverty, that women around Cambodia have equal rights and demand that these be respected.

4. Organic farming, research, learning and advocacy

\$15,000 (this includes policy work) Year 04/05

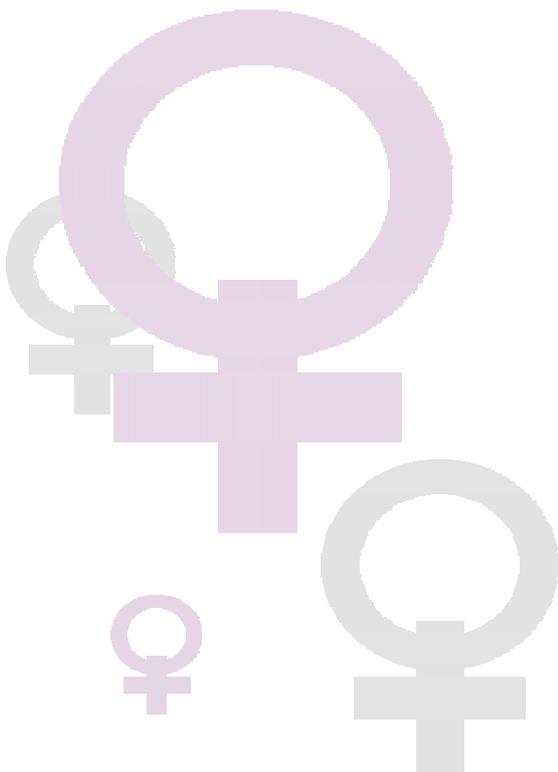
In recent years there has been numerous development projects aimed at high yield or 'green revolution' alternative techniques on food security in the rural areas of Cambodia. What most of these initiatives promote is the use of non-native or genetically modified seeds, pesticides, herbicides and fertilisers. Additionally, most of these new rice types require either increased volumes of water, constant access to a source of water and increased fertiliser and pesticides.

While in the 'test farms' where access to the necessary resources is readily available these new varieties may perform well, yielding good results. But outside of the 'laboratory' in real existing farms across Cambodia, most of these crops fail to return the promised bounties. Additionally, the costs for the extra inputs needed to grow these types mean that most rural agricultural households have to go into debt in order to obtain the necessary tools of production. Limited access to affordable credit and high interest rates means that any profit gained from growing these types of rice is eaten up – and often further indebting rural farmers. Most if not all of these inputs – including the rice seed – are imported.

Areas where these new rice types have been grown for the last three to four years have seen a marked increase in environmental degradation, reduced soil fertility, lowered crop yields and rising levels of debt as a result of needing to borrow to produce rice.

What this initiative will do is explore what alternative options exist in agricultural production elsewhere in the world, with special emphasis on the lessons learnt in Cuba. Cuba is a country that has gone against the trend of high input and non-ecological methods of food production. Instead, food security in Cuba has been achieved through organic, environmentally sustainable methods.

Additional to this will be advocacy work, attempts made to educate and raise awareness about the dangers inherent to rural food security through the adoption of high cost input types of rice that are highly sensitive to environmental variations.



WAC Strategic Plan Log Frame 2004 - 2006

Aim One: Sustainable Livelihoods and Aim Five: Gender Equity.

1.1 seeks to promote at all levels the understanding of the actual global economic and social trends, by producing, diffusing and discussing analysis on free-trade globalisation, SAP, PRSP, role of international institutions and alternative public policies for social and gender equity.

1.2 to create a space where grass roots women can gather, discuss and receive exposure to issues concerning economic and social frames, which contribute to increasing and deepening exploitation and discrimination, in order to contribute to developing livelihood strategies and coping mechanisms.

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
1.1.1 Gender equity and equality in livelihood concerns - stated development priorities of government	Expose interested groups and individuals to the international debates discourses and issues related to these objectives, by accepting invitations and requests to formulate, plan and/or critique the development of programmes and policies specifically through CAPPD, AIPO and WAIPO.	Provide context, information, understanding and advice to the Parliamentarians and Senators via their work in CAPPD, AIPO and WAIPO. Create opportunities and forums for discussion	Government agencies understand and consider gender equity and equality in public policies. Capacity building for WAC staff and target groups
	Incorporate analysis in forums to engagements with grassroots women and parliamentarians.	WAC team involved in speech writing , workshop facilitation – engagement with Parliament, Committees and Ministries; General distribution	Parliamentarians, Ministry and grass roots will understand the integral links between livelihood degradation and development policies and the globalisation agenda. Capacity building for WAC staff and

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
1.1.2 Advocate, lobby and provoke debate and challenge to anti-poor policy frameworks of liberalisation, PRSP in order to call for alternative strategies that are pro-poor and pro-gender equality	Research outcomes to be presented as evidence to substantiate claims of dire impacts for women and livelihoods of families.	<p>Parliamentarians, Ministry of women's affairs, local governments, media, and IEC formats, public forums – initiated and supported by WAC</p> <p>Advocacy workshops leading to advocacy formulated and conducted by/with grass roots</p>	<p>target groups</p> <p>Recognition amongst various groups of the impact of neoliberal policies on the poor.</p> <p>Capacity building for WAC staff</p> <p>Creation of alternatives, strategies, models and measures to cushion the effects of WB/IMF conditionalities</p> <p>Those vulnerable groups most affected by neoliberal policies will have a heightened consciousness and have the capacity to run campaigns to make their governments accountable to the people rather than lending institutions and international donors</p>
	Continue with Phase Three of the regional research among Oxfam America partners and participants on Gender and Trade	WAC coordinator and WAC consultant manage the project and provide specialised in-country specific training to the participating partners from the Mekong countries on the links and issues related to trade/neo-liberalism, gender and sustainable development	<p>Educate a wider audience of men and women to understand difficult phenomena; sensitize both domestic and global policy makers.</p> <p>Help regional partners to design and implement locally specific interventions building on phase one and two</p>

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
1.2.1 Organise social groups among grass-roots women for consciousness raising and empowerment	Support the independent sex worker collective/union	Core group of activists made up of Sex workers; mentored and coached by the WAC team, with a strong focus on organisational development and management skills.	<p>Women workers will be able to define their exploitation and articulate strategies to demand changes and better terms and conditions.</p> <p>Strengthen and expand their movement.</p> <p>Capacity building for WAC staff and target groups</p>
	<p>Strengthening the Drop In Centres in each district.</p> <p>Organise garment worker groups for consciousness raising and identification of needs and strategies to achieve needs</p>	<p>Develop the capacity of key garment workers currently involved in WAC activities to become activists among the workers in 3 districts of PP.</p> <p>Establishment of three additional Drop in Centres</p>	<p>A genuine grassroots women's worker's association representing workers and women's interests, and a stronger force to lobby on issues affecting their livelihood</p> <p>Capacity building for WAC staff and target groups</p>
<p>1.2.2 Prepare research, from a gender perspective, in order to understand the impact of policies imposed by the IMF/WB and government, on the most vulnerable and most directly affected.</p> <p>To place this research in the context of marked gender inequality and discrimination and a</p>	Develop research proposal/concept/questionnaires/ prepare research team to develop case studies so that the research is informed by affected people's voices.	WAC team conduct research and understanding of issues; gender - trade liberalisation at micro to macro levels	<p>WAC understands documents and monitors the impact of neoliberal policies on the vulnerable and highlights the recurring theme of debt-poverty-migration and exploitation.</p> <p>WAC creates links with the target groups in order to support them to campaign on policies affecting their lives and livelihood, understanding</p>

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
general feminisation of poverty			<p>gender dimensions and building strategies for change, grass roots movements or a social forum.</p> <p>Capacity building for WAC staff and target groups</p>
1.3.1 Develop policies and recommendations for alternative strategies – raise awareness among target groups about government and IMF/WB policies, the effects of which will have a disastrous impact on their livelihoods	Research, interviews, comparative analysis, public advocacy	Research and advocacy activities by WAC team and marginalised groups	<p>The target groups are already articulating changes in their lives and an increase in hardship; with heightened understanding of links and alternatives, affected workers can begin demand alternative measures and models.</p> <p>Capacity building for WAC staff</p>

Aim Two: Social Services and Aim Five: Gender Equity

2.1 To focus on the areas and social groups where those most vulnerable to the impacts of free-trade globalisation exist. These include women workers in industry, and particularly the garment sector, employing 21% of the total female population between the ages of 18 and 25, women in informal services, including sex services, women in agriculture, both as smallholder producers as well as employees in export-oriented areas. These women will identify key aspects of the crisis situation and collaborate in the implementation of local level social services.

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
<p>2.1.1 Migrant workers will have or can access social services, which will improve their quality of life and reduce their economic and personal dependencies.</p>	<p>Engage with others who are developing alternative models for the delivery of social services, which involves non-government, government and migrant workers as the actors.</p> <p>Affirm the right of migrant workers to have access to a wide range of social services at a subsidised cost, through advocacy</p> <p>Assist migrant workers in the development and implementation of relevant immediate coping strategies.</p>	<p>WAC, migrant workers, consultant, local government, other service providers are involved in developing alternatives.</p> <p>Develop research data to inform government and strengthen advocacy.</p> <p>Encourage and foster the spirit of self help among migrant workers groups.</p>	<p>Improve the dignity and well being of migrant workers and their health and economic condition. Government is exposed to alternative pro-poor models of free social services with contributions by the private sector to local government.</p> <p>Capacity building for WAC staff</p>

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
<p>2.1.2 Monitor major changes in the garment sector in Cambodia, analysing from both gender and social perspectives and to identify issues and call for interventions</p>	<p>Create an observation body that monitors and analyses changes in the garment sector</p>	<p>Field visits and interviews, data collections, database design and analysis, reporting and recommendations</p>	<p>The changes and the situation of the workers are disclosed and will lead to informing development interventions and government policy direction. It will curb current monitoring practices which has been co-opted by corporations and US government funding</p> <p>Capacity building for WAC staff</p>
<p>2.1.3 Sex workers will access social services that will give them greater control over their bodies and lives.</p>	<p>Work with other with other government and non government organisations to access affordable or subsidised disease treatment and prevention regimes.</p> <p>Advocate with the sex workers collectives and others for access to drugs.</p>	<p>Sex workers design carry out and evaluate advocacy campaigns</p> <p>Training on above</p> <p>Group workshops and communication with NGOs and government</p>	<p>Sex workers have accessible and affordable essential social services available to them and their children.</p> <p>Capacity building for WAC staff</p> <p>Increased awareness of SW needs and coordination between government and NGOs</p>

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
<p>2.1.4 Raise general awareness in Cambodia and internationally of the effect of privatisation and high cost of health services on the poor, particularly on women.</p>	<p>Networking with other women's organisations</p> <p>Participate in meetings with parliamentarians who can advocate nationally and internationally for change</p> <p>Support initiatives of grass roots women's organisation that campaign against WB/IMF and government policies and corporations that are involved in the privatisation of health and services</p>	<p>Providing support in the form of workshops, discussion groups, media training to grass roots women involved in campaigning</p> <p>Speech writing assistance and workshop facilitation with parliamentarians</p> <p>Providing materials, translated into Khmer that further educates women on campaign topics.</p>	<p>Neoliberal policies, such as the privatisation of social services, are exposed as the cause of deepening poverty, bad health, debt and landlessness and migration.</p> <p>Campaigns led by grass roots women targeting those involved in the policy or delivery of cost recovery health services.</p> <p>Involvement of those most affected by the privatisation of health services in dialogue with Institutions, government, ngos and media.</p> <p>Capacity building for WAC staff</p>

Aim Three: Life and Security and Aim Five: Gender Equity

3.1 To work at the emergence of any form of social self-organisation of women workers exploited, poor and/or discriminated against, to improve their status and security of agency and gender.

3.2 To highlight the links which exist between deepening poverty, threat to life and security of women and neoliberal policies, through a rational and multi-sectoral analysis of globalisation at all levels of the socio-economic fabric.

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
3.1.1 Women workers to be provided with safe working environment, where they are less vulnerable to male violence and all forms of exploitation.	Campaign for the provision and access to social services without any form of discrimination to parliament, media, international networks	Continue to raise the demands of workers and women through the parliament, the media and international networks	Women workers will suffer less from violence, exploitation, abuse and the most brutal forms of gender discrimination. Especially minimise STDs/HIV infection. Capacity building for WAC staff

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
<p>3.1.2 Women workers to build strategies on how to protect themselves from widespread male violence, rape and fight against gender discrimination in society.</p> <p>Show solidarity with other women (eg sex workers) who are also most vulnerable to male violence and gender discrimination.</p>	<p>Advocate with the sex workers collectives and Ministry of Women's Affairs.</p> <p>Organise focus groups and forums for discussion to better understand the situation and create strategies for change.</p>	<p>WAC to provide time and space for discussions and forums</p> <p>Use existing links with Ministry of Women's Affairs other departments and media to highlight the daily threats to women's bodies and life.</p>	<p>Women workers have developed effective strategies that better protect themselves from rape and violence and are aware of the link between violence, fear and gender-based discrimination</p> <p>Government and public are sensitised to the lived reality of women workers which includes fear of violence, discrimination, rape and frequent attacks and develop strategies to reduce these risks.</p>
<p>3.1.3 Advocate for an end to gender-based violence, that is reinforced by gender and social inequality, through a variety of public campaigns.</p>	<p>Networking with other grassroots women's groups</p> <p>Hold focus group discussions with men to better understand the perpetrators of violence and the cultural beliefs that create it.</p> <p>Communication and media skills training</p>	<p>Provide support to grass roots women's campaigns</p> <p>Continue meeting with parliamentary groups on the subject of combating violence against women</p> <p>Provide communication skills and tools to grass roots women groups</p>	<p>Changes throughout society in violent behaviour and attitudes toward women</p> <p>Mobilisation of grass roots women on these issues.</p> <p>Grass roots women's groups launching campaigns and becoming involved in discussions with parliamentary groups</p> <p>Capacity building for WAC staff</p>

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
<p>3.2.1 Conduct research that will track connections between neoliberal policy, effects of globalisation, poverty, violence and threats to women's bodies and life.</p>	<p>Research, interviews, comparative analysis and public advocacy around neoliberal policies, debt, microcredit and their links to increased poverty, increased trafficking, increased violence against women and exploitative and dangerous work.</p>	<p>WAC team and consultant to design research, gather case studies, conduct interviews and develop critical analysis of threats to women's life and security.</p>	<p>Heightened awareness amongst women workers, parliamentarians, general public and police of the many immediate and urgent threats to women's life and security and greater understanding of their causes and provide a stimulus for policy changes.</p> <p>Capacity building for WAC staff</p>

Aim Four: Being Heard and Aim Five: Gender Equity

4.1 To highlight the link between grass-roots problems and crises and on the ground with policy issues at the national and regional level (micro-macro link) and to ensure the grassroots to have an avenue to engage in advocacy issues.

4.2 To strengthen the links at regional and global levels with similar organisations and to support the emergence of genuine social movements.

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
4.1.1 Support and facilitate workers' empowerment through access to knowledge and information.	IEC development and training on: labour code, penal code, trafficking labour laws, EPZ zones gender issues, union issues, globalisation, garment and sex industry dynamics and structures.	Consciousness raising among workers on gender, trade, the global economic system, sex work, in order to build their own understanding and capacity for self-advocacy.	Workers are able to conceptualise their place in the global economic system, are aware of their rights under Cambodian law and can speak out about it in their advocacy campaigns. Capacity building for WAC staff and target groups.
4.2.1 Facilitate exchange between Cambodian women workers organisations and regional organisations for cross learning, sharing and networking.	Organise a regional meeting/seminar in Cambodia attended by regional workers leaders Cambodian workers to participate in regional conferences.	Learning from others experiences, share information, knowledge and solidarity, build cooperation for advocacy, campaigns and strengthen their own 'organisation'	Cambodian women workers' incorporate others experiences within their organisation Capacity building and establish effective networks for advocacy and sharing Capacity building for WAC staff

OBJECTIVES	ACTIVITIES	INTERVENTIONS	EXPECTED IMPACTS
4.2.2 Establish strong relationships between Cambodian women workers, organisations and campaigns in the North, to contribute to their advocacy campaigns and strategies.	<p>Collect and collate information and translate into Khmer, in accessible language.</p> <p>Simplify material including video or multimedia support</p> <p>Facilitate exchange of information by close communication with Northern campaigns</p>	Increasing the North's understanding of the South and vice versa in order for the South to have their views reflected in Northern campaigns	<p>Cambodian workers are more connected to international movements and campaigns and gain greater confidence and strength from these connections.</p> <p>Capacity building for WAC staff.</p>

Budget

Section A - Administration Program Budget

A- ADMINISTRATIVE COSTS		\$ 96,245.70	\$ 95,006.10	\$ 191,251.80
		Year 04/05	Year 05/06	Two Years
A1. Salaries & Benefits		\$ 30,088.70	\$ 30,649.10	\$ 60,737.80
5001	Program Coordinator (25% of 36,468)	9,117.00	9,117.00	18,234.00
5002	International travel for one expatriate	1,000.00	1,000.00	2,000.00
5003	Medical insurance for one expatriate	400.00	400.00	800.00
5005	Accountant/Admin. Officer	5,883.00	6,177.00	12,060.00
5006	Administrative Assistant	2,400.00	2,520.00	4,920.00
5007	Driver	2,520.00	2,520.00	5,040.00
5008	Cleaner	1,774.00	1,868.00	3,642.00
5009	Security Guard	3,000.00	3,000.00	6,000.00
5010	Bonus (for 3 people)	855.00	888.00	1,743.00
5011	Gratuities (for 4 people)	964.70	984.10	1,948.80
5012	Medical for staff (Out-patient) (4 people @\$540 year)	1,620.00	1,620.00	3,240.00
5013	Staff Insurance (In-patient) (4 people @\$185 year)	555.00	555.00	1,110.00
A2. Running Cost		25,557.00	25,557.00	\$ 51,114.00
5020	Office Rental (@\$800 month)	9,600.00	9,600.00	19,200.00
5021	Office cleaning & repairs (199x12x5%infl./12), (\$209@12@2Y)	2,508.00	2,508.00	5,016.00
5022	Equipment repairs (245x12x5%infl./12), (\$250@12@2Y)	3,000.00	3,000.00	6,000.00
5023	Utilities (\$210x12x5%infl./12) (\$220@12@2Y)	2,640.00	2,640.00	5,280.00
5024	Petrol & Oil (115x12x5%infl./12) (\$120@12@2Y)	1,440.00	1,440.00	2,880.00
5025	Printing & Reproduction (83x12x5%infl./12),(\$87@12@2Y)	1,044.00	1,044.00	2,088.00
5026	Bank Service Charges	250.00	250.00	500.00

5027	Meetings	120.00	120.00	240.00
5028	Office supplies (95x12x5%infla./12), (\$100@12@2Y)	1,200.00	1,200.00	2,400.00
5029	Office stationery (142x12x5%infla./12), (\$150@12@2Y)	1,800.00	1,800.00	3,600.00
5030	Local Transport & Travel	150.00	150.00	300.00
5031	Vehicle insurance (\$605 per year)	605.00	605.00	1,210.00
5032	Miscellaneous	1,200.00	1,200.00	2,400.00
A3. Communication/Publishing/IEC Materials		9,800.00	9,800.00	\$ 19,600.00
5050	Internet/E-mail (230x12x5%infla./12),(\$241@12@2Y)	2,892.00	2,892.00	5,784.00
5051	Telephone/Mobile (290x12x5%infla./12),(\$304@12@2Y)	3,648.00	3,648.00	7,296.00
5052	Postage and Post Office Box fees	200.00	200.00	400.00
5053	Reading materials (120+50+26+10+30+14infla.)	300.00	300.00	600.00
5054	Publications (219x12x5%infla./12),(\$230@12@2Y)	2,760.00	2,760.00	5,520.00
A4. Professional Fees		9,000.00	9,000.00	\$ 18,000.00
5060	Legal Fees	1,500.00	1,500.00	3,000.00
5061	Financial Audit	2,500.00	2,500.00	5,000.00
5062	Monitoring / Evaluation	2,500.00	2,500.00	5,000.00
5063	Governance	2,500.00	2,500.00	5,000.00
A5. Staff Capacity Building		20,000.00	20,000.00	\$ 40,000.00
5070	NGO training of staff	500.00	500.00	1,000.00
5071	Provincial trip / Staff re-visit	1,500.00	1,500.00	3,000.00
5072	Staff study at University	6,000.00	6,000.00	12,000.00
5073	Exposure / study outside Cambodia	12,000.00	12,000.00	24,000.00
A6. Equipment		1,800.00	-	\$ 1,800.00
5080	Computer	800.00	-	800.00
5081	Office furniture/fixture	400.00	-	400.00
5082	Fax machine/Scanner	600.00	-	600.00

Section B - Garment Worker Empowerment Budget

B- GARMENT WORKER PROJECT(GWP)		87,204.50	84,371.50	\$ 171,576.00
		Year 04/05	Year 05/06	Two Years
B1. Salaries & Benefits		35,406.00	35,973.00	\$ 71,379.00
5001	Program Coordinator (25% of 36,468)	9,117.00	9,117.00	18,234.00
5004	Program Support (66% of 15,000)	10,000.00	10,000.00	20,000.00
5101	Senior Program Officer	5,043.00	5,295.00	10,338.00
5102	Junior Program Officer	2,480.00	2,608.00	5,088.00
5103	Junior Program Officer	2,400.00	2,520.00	4,920.00
5104	Bonus (for 3 people)	839.00	881.00	1,720.00
5105	Gratuities (for 4 people)	952.00	977.00	1,929.00
5106	Medical for staff (Out-patient) (3 people @ \$540 person)	1,620.00	1,620.00	3,240.00
5107	Staff Insurance(In-patient) (3 people @ \$185 person)	555.00	555.00	1,110.00
5108	Interns (2 Interns @ \$100 month per person)	2,400.00	2,400.00	4,800.00
B2. Running Cost		1,500.00	1,600.00	\$ 3,100.00
5125	Supplies & Stationery	600.00	700.00	1,300.00
5126	Printing & Reproduction	700.00	700.00	1,400.00
5127	Transport & Travel	200.00	200.00	400.00
B3. Support Worker Organising		14,300.00	14,300.00	\$ 28,600.00
5130	Learning sessions (6 times/year @ \$500 each time)	3,000.00	3,000.00	6,000.00
5131	Rent premises for workers activity room/space (6 rooms at\$60 per room / month)	4,320.00	4,320.00	8,640.00
5132	Salaries for Key organisers (6 centres, 3 staff per centre @ \$30 per person / month)	6,480.00	6,480.00	12,960.00
5133	Implementation of collective/union structures, system/concepts	500.00	500.00	1,000.00
B4. Worker Empowerment		15,100.00	15,100.00	\$ 30,200.00
5140	Labour code learning's & materials (IEC/advocacy/training)	1,500.00	1,500.00	3,000.00
5141	Gender issues; learning's & materials (IEC/advocacy/training)	1,500.00	1,500.00	3,000.00

5142	Union issues-including phenomenon of co-optation (IEC/advocacy/training)	1,500.00	1,500.00	3,000.00
5143	Globalisation & liberalisation; learning & materials (IEC/advocacy/ training)	1,500.00	1,500.00	3,000.00
5144	Garment Industry dynamics, systems, structures, production learning's & materials (IEC/advocacy/training)	1,500.00	1,500.00	3,000.00
5145	Monthly meeting with workers key organizers	1,200.00	1,200.00	2,400.00
5146	GWs Outreach (collect case studies @ \$200 per month)	2,400.00	2,400.00	4,800.00
5147	Speakouts: March 8, May1	4,000.00	4,000.00	8,000.00
B5. Network for Cambodian workers to Regional workers organisations.		4,700.00	4,700.00	\$ 9,400.00
5150	Exchanges for sharing, learning, discussing on livelihood issues	2,000.00	2,000.00	4,000.00
5152	Intl gender division of labour and the correlation to gender discrimination that is faced by women workers.	700.00	700.00	1,400.00
5153	Link and expose Cambodian GWs to womens labour groups experiences	2,000.00	2,000.00	4,000.00
B6. Establish dialogue & links between Cambodian workers and organisations /campaigns in the north		1,300.00	1,300.00	\$ 2,600.00
5160	Facilitate the voices and representation in northern campaigns, organisations and debates	210.00	210.00	420.00
5161	Exchanges to raise awareness and provide the northern groups with a southern workers perspective (translations)	250.00	250.00	500.00
5162	Present northern campaigns to workers in Cambodia in order to get perspectives, strategies and viewpoints	1,000.00	1,000.00	2,000.00
B7. Implementation of an Observatory to the Garment sector		1,200.00	1,200.00	\$ 2,400.00
5163	Provincial visits (4 trips year @ \$300 per trip)	1,200.00	1,200.00	2,400.00
B8. Advocacy on social services for workers/welfare/legal		1,410.00	1,410.00	\$ 2,820.00
5170	Legal consultant-	910.00	910.00	1,820.00
5171	Broadcasting of video on TV, publication in newspapers	500.00	500.00	1,000.00
B9. Advocacy for Gender and Social Equity		1,400.00	1,400.00	\$ 2,800.00
5180	Newsletter - which also announces up-coming events, relevant meetings and fora	400.00	400.00	800.00
5181	Production of T-shirts	1,000.00	1,000.00	2,000.00
5182	Joint activities to stop violence against women	5,000.00	5,000.00	10,000.00
B10. Capital Cost/Equipment		3,500.00	800.00	\$ 4,300.00
5190	Printer (HP 4200 Jet Direct card)	2,000.00		2,000.00
5191	Video Camera	1,300.00		1,300.00
5192	Furniture	200.00		200.00
Contingency		1,970.50	1,970.50	\$ 3,941.00

Section C - Sex Worker Empowerment budget

C- SEX WORKER PROJECT(SWP)		\$ 114,270.65	\$ 115,511.45	\$ 229,782.10
		Year 04/05	Year 05/06	Two Years
C1. Salaries & Benefits		\$ 26,808.65	\$ 27,439.45	\$ 54,248.10
5001	Program Coordinator (25% of 36,468)	9,117.00	9,117.00	18,234.00
5201	Senior Program Officer	6,356.00	6,672.00	13,028.00
5202	Junior Program Officer	2,400.00	2,520.00	4,920.00
5203	Junior Program Officer	2,400.00	2,520.00	4,920.00
5204	Bonus (for 3 people)	947.00	994.00	1,941.00
5205	Gratuities (for 4 people)	1,013.65	1,041.45	2,055.10
5206	Medical for staff (Out-patient) (3 people @\$540 year)	1,620.00	1,620.00	3,240.00
5207	Staff Insurance (In-patient) (3 people @\$185 year)	555.00	555.00	1,110.00
5208	Interns (2 Interns @ \$100 each per month)	2,400.00	2,400.00	4,800.00
C2. Running Cost		\$ 2,400.00	\$ 2,600.00	\$ 5,000.00
5220	Supplies & Stationery	600.00	700.00	1,300.00
5221	Printing & Reproduction	600.00	700.00	1,300.00
5222	Transport & Travel	200.00	200.00	400.00
5223	IEC Materials	1,000.00	1,000.00	2,000.00
C3. Support Worker Organising / Independence		\$ 31,440.00	\$ 33,640.00	\$ 65,080.00
5230	12 SWs - Activity/Trainers (Part-time, 12 people @ \$50 month)	7,200.00	7,200.00	14,400.00
5231	TOT Training for SWs (2 trainings each year)	1,800.00	1,800.00	3,600.00
5232	Refresher workshop (2 times each year)	1,600.00	1,600.00	3,200.00
5233	Gender issues/Empowerment (4 times each year)	2,000.00	2,000.00	4,000.00

5234	Coaching and mentoring (Empowerment, sexual, health, management and OD)	6,000.00	9,000.00	15,000.00
5235	SWs monthly meeting (SWs, srey sros, msm & lesbian)	3,840.00	3,840.00	7,680.00
5236	Nation wide quarterly meeting (SWs, srey sros, msm & lesbian)	3,600.00	3,600.00	7,200.00
5237	Skill building for SWs network (for 12 people; Khmer, English, computer, accounting, etc.)	3,000.00	3,000.00	6,000.00
5238	Meeting with SWs leaders & local authorities (30 people, 12 times a year)	1,600.00	1,600.00	3,200.00
5239	Voting for Secretariat Representatives	800.00	-	800.00
C4. Advocacies for SWs Empowerment		\$ 32,000.00	\$ 32,000.00	\$ 64,000.00
5250	Provincial research for advocacies (8 times each year)	4,000.00	4,000.00	8,000.00
5251	Learning materials (IEC/Advocacy materials)	3,000.00	3,000.00	6,000.00
5252	International Women's day (8 th March)	3,000.00	3,000.00	6,000.00
5253	Anniversary of Women's Network for Unity	4,000.00	4,000.00	8,000.00
5254	World AIDS day (1 st Dec.)	4,000.00	4,000.00	8,000.00
5255	APNSW (for 8 people)	8,000.00	8,000.00	16,000.00
5256	Unforeseen conferences	6,000.00	6,000.00	12,000.00
C5. Women's Network for Unity		\$ 15,000.00	\$ 15,000.00	\$ 30,000.00
5270	Grant to establish the WNU offices and drop in centres	15,000.00	15,000.00	30,000.00
C6. Equipment		2,700.00	800.00	\$ 3,500.00
5280	Computer (Laptop)	2,200.00	800.00	3,000.00
5281	Furniture	500.00		500.00
Contingency		\$ 3,922.00	\$ 4,032.00	\$ 7,954.00

Notes Section C:

C 5 Women's Network for Unity

After 4 years of building a grass roots organization among sex workers, it is envisioned that August 2004 will mark the time when the registration process of the network is finalized with the concluding authority's approval. Therefore it is crucial that whilst they are in the process of fund raising WAC has enough funds to allocate to the activities of the Secretariat. Furthermore, we can not abandon them, particularly during this climate of a possible growth in the pharmaceutical companies using Cambodia and more specifically healthy sex workers as laboratory subjects to develop HIV drugs. Poor vulnerable women are once again used to build the economy, this time not the tourist industry, or the garment industry but the pharmaceutical industry.

The opening of offices / drop in centres within activity catchment areas will increase the reach, accountability and accessibility of the Secretariat to their members. Being located in the areas where their social groups are, will allow the movement to grow further.

As well as the female, male and transgender sex workers, the program is reaching out to other minority groups – MSM (gay) and lesbian, to join in the Network's activities.

Section D - Globalisation and development budget

D- GLOBALIZATION & DEVELOPMENT PROJECT		\$ 57,149.10	\$ 54,454.70	\$ 111,603.80
		Year 04/05	Year 05/06	Two Years
<i>D1. Salaries & Benefits</i>		\$ 31,191.60	\$ 31,867.20	\$ 63,058.80
5001	Program Coordinator (25% of 36,468)	9,117.00	9,117.00	18,234.00
5004	Program Support (33% of 15,000)	5,000.00	5,000.00	10,000.00
5301	Senior Program Officer (including 5% increase per year)	6,382.00	6,699.00	13,081.00
5302	Junior Program Officer (including 5% increase per year)	2,905.00	3,048.00	5,953.00
5303	Junior Program Officer (including 5% increase per year)	2,400.00	2,520.00	4,920.00
5304	Bonus (for 3 people)	979.00	1,039.00	2,018.00
5305	Gratuities (for 4 people)	1,033.60	1,069.20	2,102.80
5306	Medical for staff (Out-patient) (3 people @\$540 per person/ year)	1,620.00	1,620.00	3,240.00
5307	Staff Insurance(In-patient) (3 people @\$185 per person/ year)	555.00	555.00	1,110.00
5308	Interns (1 Intern @ \$100 per month)	1,200.00	1,200.00	2,400.00
<i>D2. Running Cost</i>		\$ 2,400.00	\$ 2,600.00	\$ 5,000.00
5320	Supplies & Stationery	600.00	700.00	1,300.00
5321	Photocopy	600.00	700.00	1,300.00
5322	Transport & Travel	200.00	200.00	400.00
5323	IEC Materials	1,000.00	1,000.00	2,000.00
<i>D3. Field Research/Advocacy/Movement Building</i>		\$ 4,400.00	\$ 4,000.00	\$ 8,400.00
5330	Gender violence	1,200.00		1,200.00
5331	Social/Economic/Equality & Gender social change	1,000.00		1,000.00
5332	Unemployed women from industry - WTO	-	2,200.00	2,200.00

5333	Reconstruction - Nation building (with Focus on the Global South, see narrative)			-
5334	Grassroots Farmers movement	2,200.00	1,800.00	4,000.00
D4. Translation/Editing/Production for Advocacy Efforts		\$ 6,000.00	\$ 6,000.00	\$ 12,000.00
5340	Translation	2,000.00	2,000.00	4,000.00
5341	Editing	2,000.00	2,000.00	4,000.00
5342	Production	2,000.00	2,000.00	4,000.00
D5. Regional Travel for Research follow up Gender & Trade		\$ 4,500.00	\$ 4,500.00	\$ 9,000.00
5350	Overseas trip to (Vietnam)	1,250.00	1,250.00	2,500.00
5351	Overseas trip to (Lao)	1,000.00	1,000.00	2,000.00
5352	Overseas trip to (Thailand)	1,000.00	1,000.00	2,000.00
5353	Overseas trip to (China)	1,250.00	1,250.00	2,500.00
D6. Policy critique / Trade for Awareness Raising		\$ 3,500.00	\$ 3,500.00	\$ 7,000.00
5360	Newsletters (Khmer & English, produced quarterly)	1,000.00	1,000.00	2,000.00
5361	Trade	500.00	500.00	1,000.00
5362	Agriculture	500.00	500.00	1,000.00
5363	Impact of privatization/Trade liberalization & Gender	500.00	500.00	1,000.00
5364	National Debt	500.00	500.00	1,000.00
5365	Compilation/ Desktop Publishing	500.00	500.00	1,000.00
D7. Collaboration & networking		\$ 3,750.00	\$ 750.00	\$ 4,500.00
5370	Burma – Garment Worker and Industry situation	3,000.00	-	3,000.00
5371	Trade meeting @ Focus on the Global South, 3 meetings per year	750.00	750.00	1,500.00
D8. Equipment		\$ 300.00	\$ 300.00	\$ 600.00
5380	Furniture/Fixtures	300.00	300.00	600.00
Contingency		\$ 1,107.50	\$ 937.50	\$ 2,045.00

Notes Section D:

This is a new discrete budget line for activities that were in the past carried out under other areas of the program. Many of the activities here involve collaboration with other agencies, and some work plans or concept papers have already been prepared with these agencies. Most of the activities in this area will also allow the furtherance of the existing WAC links and work with Members of the Cambodian Parliament and their activities with the regional ASEAN body. Through increasing knowledge and understanding of other ASEAN member countries, we can better assist the Cambodian Parliament with their work, in ASEAN, in WAIPO and on gender.

D3 - Research, advocacy and movement building

Activities in this category will be undertaken over two years on a partially staggered basis. The focal points have been chosen to demonstrate change over time and will use existing WAC research as the basis from which analysis can be undertaken.

The objective of these activities will be the creation of a farmer's movement that is aware and can conceptually grasp the broader national and international economic and political agendas. This will be a true grassroots movement, able to understand the causes of their difficulties, capable and confident enough to advocate for change and debt relief. This will involve considerable collaborative work with partners like PADEK and SIDA, who have already expressed and interest in being involved in this process.

D4 - Translation, editing and production of reports

As part of the whole process of research and critique, it is essential that the outputs are available for Northern and Southern audiences alike. In Cambodia, we aim to translate all English language documents into Khmer. These documents will then be available to grass roots organizations like the Women's Network for Unity and the garment worker drop in centres as well as to farmers associations. Further, these outputs will feed into the development of local language newsletters and information booklets and be available off our website.

D5 - Regional travel to follow up Gender and Trade initiative

This involves travel to follow up and continue our past two year's efforts on the collaborative work with Oxfam America on *Gender and Trade in the Mekong*. The culmination of the past two years efforts led to a workshop being held in Phnom Penh where regional partners attended and presented papers and undertook field research. The research concretised the theoretical links made in earlier workshops and presented a rich learning opportunity for all participants.

Partners involved have requested further support in the form of coaching, mentoring and grounding of issues in their own context. The co-ordinator will mainly be involved in this process which will also take her out of the office for extended periods and provide chances for the local staff to take more responsibility for decisions. If this leads to a more regional role for WAC, this will be discussed when and if this happens. What is reflected in this budget is stage three, after the completion of stages one (awareness-raising) and two (collective workshop-research in Cambodia placed in a regional context).

D6 - Policy and trade critique

This area of activities will use the existing corpus of WAC research to develop a quarterly newsletter aimed at organizations and grass roots people. Each edition will have a specific theme and these issues will be revisited in the following year. This will essentially provide a synthesis of the multi-sectoral research that WAC has undertaken in the past and produce numerous readily and broadly available reference documents. This will allow the demonstration of the impacts of policies and multi/bi-lateral agreements on the specific topic. Included in each edition will be political cartoons from past eras that address similar issues. Further, it will contain critiques of development practice in order to stimulate self reflection. At this stage, the Open Forum Information Exchange and the NGO Forum of Cambodia will assist us in distributing this newsletter around the country.

D7 - Burma

This area of research has two objectives. The first is to explore the possibility of linking existing workers groups to the Asian Trans National Monitoring (ATNC) network, of which WAC and our partner AMRC are members. The second will observe the industry in Burma as it is currently in isolation and attempt to understand the impacts of this isolation. Through this research we shall also explore the feasibility of building links between Cambodian and other regional workers organizations with groups inside Burma. Additionally the International HIV/AIDS Alliance will be commencing their work soon in Burma. WAC has worked in the past with Alliance helping them to develop their strategies for HIV reduction and Sex Worker empowerment, and WAC has provided capacity building to their partners throughout Cambodia to implement their HIV reduction program. . This presents an opportunity for WAC, alongside Alliance, to explore and understand sex work and HIV/AIDS issues from the perspective of an implementing agency.

Budget Totals

Core Program Activities

	Year 04/05	04/05 %	Year 05/06	05/06 %	Two Year Total	Total %
GRAND TOTALS:	\$ 354,869.95	100%	\$ 349,343.75	100%	\$704,213.70	100%
<i>Administration</i>	\$ 96,245.70	27.1%	\$ 95,006.10	27.1%	\$ 191,251.80	27.2%
<i>Garment Worker Program</i>	\$ 87,204.50	24.6%	\$ 84,371.50	24.2%	\$ 171,576.00	24.4%
<i>Sex Worker Program</i>	\$ 114,270.65	32.2%	\$ 115,511.45	33.1%	\$ 229,782.10	32.6%
<i>Globalisation and Development Program</i>	\$ 57,149.10	16.1%	\$ 54,454.70	15.6%	\$ 111,603.80	15.8%

Core Program Activities AND Special Items

	Year 04/05	Year 05/06	Two Year Total
GRAND TOTALS	\$ 434,869.00	\$ 364,343.75	\$ 799,213.70
Core Program (from above)	\$ 354,869.95	\$ 349,343.75	\$ 704,213.70
Special Items (from p 4-6)	\$ 80,000.00	\$ 15,000.00	\$ 95,000.00