



អង្គភាពអភិវឌ្ឍន៍ស្រីក្រុងក្រុង

Urban Poor Women Development

# Annual Report

2023

## Supported by:



## CONTENTS

1.	Introduction .....	3
1.1	Background .....	3
1.2	Vision, Mission, Goals, Values .....	3
1.3	UPWD Structure .....	4
1.4	UPWD statistic .....	5
1.5	Massage from the Chairman of the Board .....	6
1.6	Massage from the Executive Director .....	7
2.	Executive Summary .....	8
3.	Major achievements in 2023 .....	9
3.1	Project 1: Integrated Covid-19 response for poor urban settings in Phnom Penh .....	9
3.2	Project 2: Empowering women to improve basic services and food security in target communities in Phnom Penh .....	13
3.3	Project 3: Establishing committee for disaster risk reduction, waste management and hygiene .....	17
3.4	Project 4: Global Inclusion to Improve Women's Values and Gender and Justice .....	17
4.	Strengthening the capacity of UPWD Staff .....	18
5.	Report Summary .....	19



## 1. Introduction

### 1.1 Background

Urban Poor Women Development Organization (UPWD) is a local NGO, non-profit, non-political and non-religious. The organisation was established in 1997 and registered with the Ministry of Interior (MOI) in 1998, and it was re-registered in 2015 following the selection of a new Executive Director. UPWD is dedicated to working with poor women and children living in urban slum areas. Organization is unique because it was founded by women, led by women, and works with women and for the benefit of women.

### 1.2 Vision, Mission, Goals, Values

#### Vision

UPWD wants to see the members of communities (especially the women, children, youth, and vulnerable people) in urban/slum areas live with dignity and favorable livelihoods within Cambodian society.

#### Mission

UPWD exists to facilitate the processes to organize communities, strengthen the capacity of the POCD and local authorities, and support the communities' initiatives to promote land rights and livelihoods of community members in urban/slum areas.

#### Goal

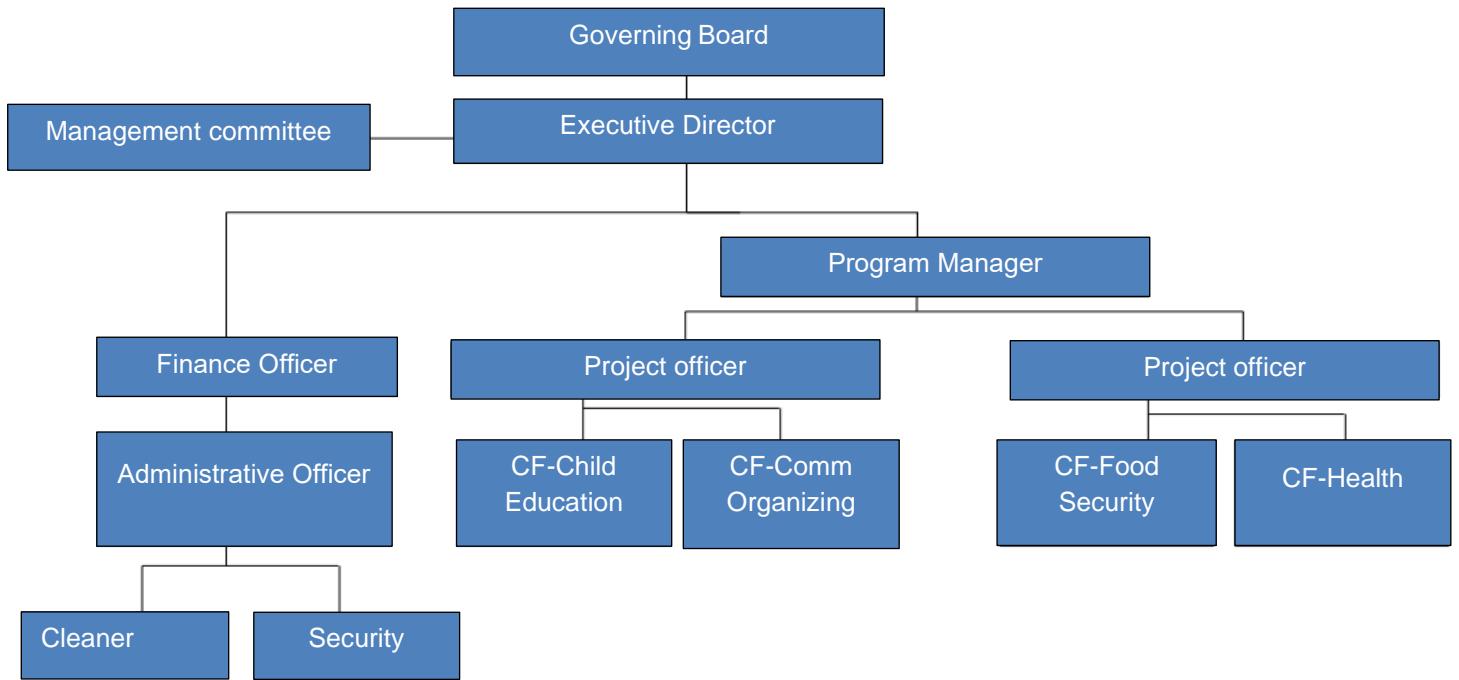
UPWD's goal is for communities to have the capacity to mobilize resources and participation from relevant stakeholders to respond to issues and needs of women, children, youth and vulnerable people in urban/slum areas.

#### Values

UPWD believes in:

- Gender equality
- Cooperation and partnership
- Teamwork
- Transparency and accountability
- Continuous learning

### 1.3 UPWD Structure



## 1.4 UPWD statistic

### Statistics of Direct Benefit Community by UPWD Project

No	Community Name	No. of houses	No. of families	Village	Commune	District			
1	Veal sbov	57	73	Prek Thom 1	Kbal Koh	Chbar Ampov			
2	Smor San	100	120	Derm Slaeng	Chbar Ampov 2				
3	Kaksekor	83	90	Chres	Kork Kleang	Sen Sok			
4	Kavpi	75	72	Tropang Svay					
5	Chrang Chamres 2 Group 5	77	114	Kor	Chrang Chamres 2	Russey Keo			
6	Chrang Chamres 2 Group 6	74	130						
7	Chrang Chamres 2 Group 7	34	50						
8	Chrang Chamres 2 Group 8	50	76						
9	Phum Khor Rikreay (group 2)	58	83	Khor					
10	Phum Sereypheap Thmey Group 1	72	90						
11	Khmer Muslim	30	53						
12	Strey Klahan	36	59	Krol Ko	Kilometre 6				
13	Strey Rongrerng	43	143	Spean Kpos					
14	Plov Rotplerng	83	150	Chong Ksach	Toul Sangke1				
15	Phum 5	25	33	Phneat	Stoeung Meanchey 2	Mean Chey			
16	Prek Takong 1 (Group1 & 2)	30	20	Prek Takong 1	Chak Angree Ler				
17	Prek Takong 1 Group 3	40	48						
18	Prek Takong 1 Group 4	30	30						
19	Prek Takong 1 Group 5	30	30						
20	Prek Takong 1 Group 6	50	70						
21	Prek Takong 1 Group 7	30	40						
22	Prek Takong Rongrerng	65	72	Prek Takong 1					
23	Prek Takong 3 Group 8	25	28	Prek Takong 3					
24	Prek Takong 3 Mat Tonle	75	80						

25	Cherng Ek Group 3	107	155	Cherng Ek	Cherng Ek	Dang Kor
26	Phum 21	24	25	21		
27	Phum 23	63	93	23		
28	Phum 17 Sammaky Plovdaek	55	87	17	Boeung Kak 2	Toul Kork
29	Sontek pheap Phum 22	43	57	22		
30	Phum 17	37	47	17		
31	Streychroktyung	43	67	10	Beoung Salang	
	<b>Total</b>	<b>1644</b>	<b>2285</b>			

## 1.5 Message from the Chairman of the Board

On behalf of the Governing Board of the Urban Poor Women Development Organization (UPWD), I am extremely pleased to acknowledge the consistent efforts of this organization in fulfilling its mission. In 2023, UPWD continued to implement various projects that improved the rights, livelihoods, and knowledge of its target communities, achieving admirable results. I can confidently say that UPWD has made a significant contribution to supporting the implementation of government policies aimed at reducing poverty, promoting gender equality, and enhancing education and other basic services. This contribution has brought joy to communities, relevant authorities, and other institutions, helping to elevate social conditions and prepare individuals to live with genuine dignity.

On the other hand, I also observe that despite its small size, UPWD is actively engaged in facilitating support for its target community. The organization combines spiritual support and material resources, enabling the community to implement effective learning experiences and share knowledge. This approach demonstrates a strong sense of solidarity aimed at improving society.

UPWD has also been recognized by various donors for their generous and consistent support, which has enabled the organization to continue its mission smoothly. Furthermore, UPWD practices regular accountability and transparency and has received a transparency and accountability certification from the CCC every three years. This achievement is a tremendous source of pride, showing that a small organization working locally with poor and vulnerable populations can attain such genuine recognition.

Finally, on behalf of the Governing Board, I would like to congratulate UPWD for its ongoing commitment to serving urban poor communities and to encourage more support from donors and stakeholders to help achieve its strategic plan.

## 1.6 Message from the Executive Director

On behalf of the Urban Poor Women Development Organization (UPWD), I am proud and honored to express my gratitude to the Governing Board, the staff of UPWD, and the members of the People Organization for Community Development (POCD) for their invaluable contributions—both physically and mentally—in promoting the recognition of UPWD by authorities, ministries, and various related institutions. Their efforts have significantly benefited impoverished communities despite the challenging circumstances.

In 2023, Cambodia experienced three significant events: the national election of a new government, the ASEAN Games, and ongoing issues surrounding the opposition party. These factors affected UPWD's project implementation, leading to a reduction in new community organizing, meetings, and discussions, which hindered staff from effectively engaging with target communities.

However, there have been notable successes in enhancing community capabilities, especially among women. We have provided knowledge and methods to empower women in decision-making across various areas, particularly in financial management and strengthening family businesses. Community members have become more aware of gender-based violence, with both men and women actively participating in efforts to prevent and address such issues.

Regarding land rights, communities have learned how to organize documentation and have successfully received land titles. Additionally, UPWD has improved the lives of community members by promoting solidarity and regularly taking action to demand basic rights and improved public services.

POCD has been instrumental in facilitating and mobilizing community members to organize new communities, identify prioritized issues, and develop action plans. They have also supported community members in attending commune council meetings to integrate community development plans into the Commune Investment Plan (CIP). Moreover, POCD has organized training and monthly meetings for emerging community leaders to help manage activities, participate in the negotiation process related to policy implementation, and conduct reflection sessions to improve community development efforts. Notably, POCD has held a new election for its members, establishing a structure and developing statutes for future official registration.

For climate change adaptation and disaster preparedness, we have trained POCD and community leaders to disseminate information to community members and implement waste management strategies aimed at improving environmental practices. This includes reducing plastic usage, properly packaging trash, and promoting the purchase of organic vegetables and fruits.

In addition to work in targeted communities, I have observed that the organization's staff have strengthened their capacities through monitoring and community training. This includes engaging with relevant institutions, executing community activities, and raising additional funds to support members. Regular tasks related to policy implementation and the enhancement of new policies for UPWD have also been organized, including reporting to the Ministry of Interior and the Ministry of Economy and Finance.

## 2. Executive Summary

In 2023, the Urban Poor Women Development Organization (UPWD) continued its activities by implementing projects in target communities in Phnom Penh. The three projects being implemented are: 1) Integrated Covid-19 Response for Poor Urban Settings in Phnom Penh, 2) Empowering Women to Improve Basic Services and Food Security in Target Communities in Phnom Penh, and 3) Inclusion to Improve Women's Values.

Through these projects, we have worked with 35 target communities in Phnom Penh, spanning 6 districts (Meanchey, Chbar Ampov, Sen Sok, Dangkor, Roesey Kov, and Toul Kork) and 12 communes (Kbal Koh, Veal Sambov, Kouk Khlang, Roesey Kov, Kilometer 6, Stung Meanchey II, Boeng Salang, Chamar Ampov II, Chak Angree Ler, Chrang Chamres, Toul Sangke, and Cherno Ek), benefiting a total of 2,880 families directly.

The implementation of these three projects focused on the following key points:

- Supporting women and community members in business activities and career management
- Raising awareness and engaging in activities to prevent domestic violence and child protection, as well as addressing child abuse
- Intervening and assisting women and children affected by domestic violence and abuse
- Strengthening the capacity of community focal points and the staff at UPWD
- Facilitating community-building activities, such as meetings and awareness-raising sessions, to foster collaboration between community members and local authorities
- Coordinating advocacy for land rights and housing rights
- Building capacity on land and housing rights in partnership with the Land and Housing Rights Network
- Engaging in community disaster management and mitigation activities
- Promoting environmental activities, waste management, and personal hygiene
- Advocating for gender equality and mainstreaming gender in all activities.

The followings are the achievements of the Urban Poor Women Development Organization (UPWD) in 2023:

### 3. Major achievements in 2023

#### 3.1 Project 1: Integrated Covid-19 response for poor urban settings in Phnom Penh

##### 3.1.1 Supporting Community Volunteer Focal Points in Gender and Domestic Violence

- **Support for Women in Obtaining Psychological Support Through Self-Help Groups:** UPWD organized 31 community self-help groups with 192 members. These groups received capacity building on family planning, budget management, gender-based budgeting, and strengthening self-help groups.
- **Supported Coaching Activities:** The 192 members received counseling from UPWD and monitored their budget management activities. We found that a small number of women could regularly record their income, while others managed their budgets well but did not practice recording during coaching or training. Some reported difficulties in writing but were better organized in managing their income. Additionally, 12 women, funded by People In Need (PIN), expanded their occupations and increased their income, while 65% continued their careers in markets (selling vegetables, seafood, mobile selling, clothing, and garbage collection). However, some women left their jobs to find new opportunities in shops, restaurants, and factories.
- **Training on Financial Management and Small Business:** A training session on financial management and the development of family businesses for self-help group members was conducted, with a total of 218 participants (191 women) attending. This course aimed to enhance participants' knowledge of family financial management, business development, and financial flow analysis. Participants shared their experiences and discussed the challenges they faced, reflecting on their past and present business experiences to develop more structured ideas and skills to overcome family challenges.



##### 3.1.2 Activity of awareness raising on Gender-Based Violence (GBV) and Child Protection

- **Video Production for Education on GBV and Child Protection:** Two videos were produced focusing on preventing gender-based violence (GBV) and child exploitation, as well as promoting livelihoods. These videos were broadcast through various forums, including Women's Rights Day (March 8), the UPWD website, and community meetings. They educate community members about laws related to violence, abuse, and child exploitation, provide information on how to access counseling services, and encourage behavioral change to help reduce and eliminate violence and exploitation of children.

- **Campaign Activities via Facebook:** UPWD hosted 64 pieces of educational content in the form of pictures and videos addressing domestic violence, child labor exploitation, and how to access services and counseling. These materials were featured on the UPWD Facebook page, "Urban Poor Women Development - UPWD." The campaign reached a total of 1,660,000 people, with 1,450,000 likes and 1,581 shares.
- **Produce Materials for Awareness Raising:** UPWD collaborated with People In Need (PIN) staff to create posters for community awareness. The discussion resulted in the design of 2m x 4m posters featuring educational content on domestic violence, how to get help, and child exploitation. A total of 120 posters were produced and distributed across 34 communities. Following the outreach, we found that 452 members, including 348 women, received these posters, both in the community and during International Children's Rights Day events.
- **Radio Campaign:** UPWD organized 102 radio broadcasts over 160 days, focusing on issues related to domestic violence, child labor exploitation, and messages concerning the laws on protection of women and children. Through this campaign, the public was informed about these issues and encouraged to access consultation services.
- **Domestic Violence and Child Protection Law Outreach Activities:** UPWD conducted awareness-raising activities on domestic violence and abuse/exploitation laws, child labor, and how to access counseling and intervention services across 34 communities in 13 districts. A total of 1,091 people (863 women) participated in this outreach. This initiative helped members, particularly men in the community, to change their attitudes, promote shared responsibilities, encourage women's participation in community and social work, and reduce domestic violence and violence against women and children.



- **Women's International Day:** UPWD organized discussions in 11 communes, with a total of 230 community representatives (170 women) participating. The discussions focused on issues such as violence, child abuse, and insecurity. As a result, each commune agreed to address the issue of poverty in relation to the protection of children from trafficking, abuse, and violence against women and girls.

- **Forum on Women's International Day:** The Women's International Day forum (8 March) was held on March 6, 2023, under the theme "Women in Peace Keep Peace for Development in the Digital Age" at the Tonle Bassac Restaurant, with a total of 234 participants (184 women) from the Department of Women's Affairs, six districts/police authorities, 13 communes, and community representatives. The forum provided an opportunity for women to discuss issues related to violence against women, violence against children, and child safety. Through this forum, representatives from each department of women's affairs and local authorities encouraged communities to report all cases of violence and other issues related to children, fostering greater cooperation and responsibility.
- **Children's Rights Campaign Activities:** Campaigns on the protection of children's rights were organized in 13 communes, with a total of 81 participants (69 women) from 30 communities. The platform provided community members the opportunity to raise concerns related to children's issues in school, child labor, and the difficulties faced by community members in finding solutions. Relevant authorities responded to these issues and enhanced cooperation with the community.



### 3.1.3 Activities to Strengthen the Capacity of Organizational Staff of UPWD and partner organizations and community focal points

- **Capacity Building on Basic Psychological Counseling Skills for Staff and Partner Organizations:** To strengthen the capacity of UPWD staff and partner organizations in mental health counseling, UPWD collaborated with TPO to provide three additional capacity-building sessions on anxiety management (2 days), stress management (3 days), and retraining (4 days), which included psychological management monitoring tools. A total of 28 participants from UPWD's Garden of Hope and First Step attended. The training utilized participatory approaches such as role-playing, peer counseling, content presentation, and discussion groups. All participants engaged actively, sharing opinions, presenting real cases, and practicing lessons during the course. Additionally, participants organized hands-on exercises with staff, families, and other community members.



organized hands-on exercises with staff, families, and other community members.

- **Broadcasting Activities on Radio and Photo Cards:** A total of 1,288 promotional cards were prepared and published from 29 hotline numbers. This promotion reached 1,162,282 views, with 104,139 likes and 2,203 shares.
- **Self-Help Group Support Activity:** This activity supports gender focal persons in organizing community-based quarterly meetings to disseminate information on gender issues, violence, and how to access counseling services. As a result, 94 meetings were organized, with a total of 3,290 participants (70% women). The meetings helped members gain a better understanding of counseling services and ways to address family problems related to violence, exploitation, and child labor, as well as the root causes of violence.
- **Training on Gender, Coordination, and First Aid:** A 4-day training course was held at Eden Park with 74 gender focal point participants (66 women) from 35 communities. Four lessons covering topics such as gender roles, self-awareness, and counseling victims were presented by a gender specialist from SILAKA. Throughout each session, all focal points demonstrated interest in the content and shared practical challenges they faced. The results showed that 45% of members completed the pre-test, and after the next two classes, 66% were able to complete the post-test.
- **Experience Exchange Activities:** An experience exchange was organized on December 11, 2023, with 14 members (12 women) from 4 communities. The learning process focused on occupational management (small business management), organizational structure, responses to domestic violence, and child protection, as well as reflecting on the experiences of former community leaders. Through this exchange, participants gained insights into managing micro-enterprises, strategies for working with stakeholders and community members, and coordinating self-help group processes. Additionally, through the PIN-supported project, women members shared personal experiences on income management and career sustainability.



- **Referral Support for Women and Children Victims of Domestic Violence:** Victims of domestic violence and child abuse were referred to health centers and village/sangkat authorities, with 7 additional cases of psychological counseling provided for a total of 7 victims (5 women, 2 boys, and 1 girl).
- **In-Person Counseling (One-to-One Counseling):** 34 community gender focal points offered counseling on domestic violence and primary psychological management exercises, as well as information on seeking help via telephone number 1288, partner organizations, and relevant institutions. A total of 975 people received counseling (803 women).
- **Community Quarterly Meeting:** Five meetings were held at Good New Church, with a total of 230 participants from 34 communities (175 women). These meetings focused on discussing achievements, challenges, sharing lessons, and developing future plans.

## 3.2 Project 2: Empowering women to improve basic services and food security in target communities in Phnom Penh

### 3.2.1 Women's Empowerment at grassroots level

- **Community Organizing Activity:** Seven new communities have been organized in Chrang Chamres, Boeung Salang Sangkat, and Boeung Kak Commune, comprising a total of 996 households. The overall number of direct beneficiaries is now 2,482.
- **Launching Project Activities:** Launching events were held in 8 out of 12 communes, with 144 members and community representatives participating. The purpose of the project was to foster understanding between UPWD and each commune and to build strong relationships within the communities. This launch increased cooperation among each Sangkat, the communities, and UPWD. Additionally, all 9 communes contributed to the preparation and participation in project activities.
- **Organize Capacity Building on Community Organizing:** A 4-day training was conducted from May 15 to 18, 2023, as planned. Twenty-eight new and low-skilled community leaders from 11 communities (19 women) participated in the training. The training process included six steps: 1. Community Organizing, 2. Community Leadership and Teamwork, 3. Personal Competence Development and Effective Communication in Families, 4. Collecting and Analyzing Community Issues, 5. Developing a 3-Year Rolling Investment Program for the Commune/Sangkat, and 6. Resource Mobilization and Proposal Development. The results of the pre- and post-tests showed that 40% of participants understood the community organizing process well, while 20% had limited understanding, and the remainder did not take the test.



- **Support for Core Members of People Organization Community Development (POCD) Activities:** Thirteen POCD members focused on facilitating community compilation, project outreach, and core activities such as fundraising and advocacy for land and housing rights, gathering information from 31 communities. Members visited the UPWD office 1 to 2 times a week to report on activities, results, challenges, and follow-up planning. They also revised bylaws and provided funeral funds to four families, totaling \$300. Additionally, POCD is in the process of organizing new term membership elections as per its strategic plan. In the first phase, 22 members from the community level were selected from 17 communities according to the bylaws.
- **Supported Community Meeting Activities:** UPWD supported 62 community leaders in organizing their own meetings across 31 communities. A total of 133 meetings were held, with 288 participants (234 women) attending. During these meetings, members prepared agendas focusing on priority issues, solutions, and reports on activities from community leaders' meetings with the sangkats. This activity fostered collaborative work habits, problem-solving, and increased cooperation with local authorities.
- **Annual Reflection Activity:** The annual reflection took place from July 15 to 17 in Koh Kong Province at the Chiphart Ecotourism Community, with 20 members (one male) participating. The reflection process utilized SWOT analysis tools to assess results from the past year. This was

followed by a presentation of organizational policies related to finance and the annual budget. The program not only evaluated outcomes but also strengthened solidarity, trust, and relationships among members.

- **Supporting Community Leaders in Preparatory Meetings Before Commune Meetings:** Sixty community leaders (52 women) from 30 communities held preparatory meetings at the Sangkat level. These meetings aimed to identify priorities, prepare presentation documents, designate presenters, and take notes.
- **Support for Organizing the Semester Meeting:** The semester meeting was held on April 30, 2023, at Good New Church, with a total of 75 participants (67 women). This meeting allowed the community to present achievements and challenges from the past six months and plan for the next six months. Additionally, the POCD team shared its achievements over the past three years and outlined future implementation plans. The meeting results indicated that 80% of community leaders demonstrated improved competency and leadership roles.
- **Supporting Community Meetings in the Commune:** Meetings were held in 9 communes (out of 11 sangkats) from August 9 to 22, 2023, with 29 community leaders and 204 community members (148 women), including participation from commune councils. These meetings provided the community an opportunity to express priorities such as basic services (poor ID cards, family books, health ID cards), education, land issues, flooding, livelihoods, environmental concerns, gambling, and violence. Through these discussions, the commune agreed to integrate these priorities into the commune investment plan for 2024. Additionally, the commune committed to actively engage in all community activities.



- **Support for Community Activities on Children's Rights, Communication, and Leadership:** Training sessions on children's rights and education policies were held twice (on June 15 and June 19, 2023) at Good New Church, with 76 participants (56 women). These sessions provided essential knowledge related to education policy, enabling the community to engage effectively with guardians in promoting children's learning. Assessment results indicated that 75% of participants gained a better understanding of the content presented and formulated plans for community outreach.
- **Supporting Community Leaders to Attend Meetings with Commune Councils:** Thirty-two community leaders (30 women) from four communities (Kav 2, Smaran, Sreyrong Roeng, and Vealsbov) attended 11 commune meetings. These meetings allowed community leaders to report on their activities and receive updates to disseminate information to their community members.
- **Support for Community Leaders to Promote Children's Rights in Education (at least through Grade 9):** Nine community leaders organized awareness-raising sessions on education policy across nine communities, reaching a total of 253 participants. Results from pre- and post-tests showed that 65% of members became more interested and aware of these policies, committing to ensure that children complete at least Grade 9 and pledging to refrain from exploiting child labor.

### 3.2.2 Strengthening grassroots women's capacity on land and housing rights

- **Housing Land Training Course:** A Land Law Training Course was held from June 24 to 27, 2023, with 16 para-legal team members in attendance. Sessions covered topics such as Real Estate, Principles of Ownership, Procurement of Ownership, Types of Ownership, and a Comparison between Disability and Ownership. Results from pre- and post-tests showed that 10 members (70%) demonstrated increased awareness; however, they expressed a need for further strengthening and training.
- **Support for Community Focal Points in Disseminating Land Law and Housing:** Ten focal points organized outreach on land law in 8 communities, with additional secular outreach in 3 communities, reaching a total of 213 participants (181 women). This engagement indicated that members were interested and actively involved, gaining valuable knowledge for their community advocacy efforts.
- **Follow-Up on Child Education Activities:** Ten community leaders monitored and tracked 203 underprivileged students in eight primary schools across their communities. As a result, 83 students received free education (with no informal school fees), while 30 students paid informal fees amounting to 30% of the required fees. Additionally, 90 students were paying 100% of the informal school fees to their teachers.
- **International Children's Rights Forum:** This forum was held on June 7, 2023, at the Tonle Bassac Restaurant and was attended by 218 participants, including commune authorities, police, representatives from the Department of Education, community members, and children (164 women). The forum featured case reports on the challenges faced by poor children, short videos on education, and discussions about community concerns related to children's education. Stakeholders encouraged guardians and community representatives to collaborate more closely with local authorities to support disadvantaged students and enhance responses to child abuse, exploitation, and child labor. They also emphasized the importance of direct contact with community stakeholders whenever needed.



- **Supporting Communities in Land-Based Platforms with Networks:** Coordinated the delivery of network engagement representatives on three occasions. The first event, organized by CHRAC at Freedom Park, had 58 delegates on December 10. The second involved two community representatives participating in the awarding of human rights activists organized by COMFREL. Lastly, four community leaders attended workshops on freedom of expression and protection from intolerance. These programs have helped enhance knowledge in advocacy work and maintain partnerships with networks focusing on human rights and land rights.
- **Targeted Community Update Activities:** Ten community leaders and youth volunteers have actively worked to gather updated information on benefiting families within their communities. They recorded data from 710 families across 631 homes, which has been included in a data sheet. In particular, data collection in 21 communities faced challenges due to insufficient data per group in each village, and some areas have members living on a temporary basis.
- **Coordinated Community Land Registration Activities:** Three community land registration activities were organized in Kov 2, Chroeng Ek Group 3, and Vealsbov. A total of 361 members (249 women) participated in the consultation process with lawmakers (ATC, CCHR, and

LICHADO) and systematic monitoring of registration in communes, districts, and municipalities in Phnom Penh. This included addressing land conflicts through e-calls to municipal courts. The activity is still ongoing in terms of advocacy and negotiation.

### 3.2.3 Improving Communities' Living Conditions

- **Support women's activities in improving living conditions:** 180 families of the members of 16 communities were recruited to participate in the business activities. The members were organized into groups with the same occupation (garbage collection, street mobile vendors, market sales group, construction group, community grocery group, etc.). We also coordinated 2 days of training on "Business Management" (on 28-29 June 2023) at God New Church with core members from POCD with a total of 11 people. This training is to strengthen and enhance the capacity of the POCD to coordinate, disseminate and coach a group of 180 selected target women in the past.
- **Capacity Support Activities for Women on Small Business Administration:** Conducted two days of training on "Financial Management and Family Business" (on 28-29 June 2023) at the God New Church with a total of 12 participants (11 women) from core group POCD. The purpose of this session is to strengthen the capacity of trainers, self-help groups so that they can use this capacity to train women self-help members in each of their communities. The results of the session showed that all participants developed short- and long-term business management knowledge as well as identify ways to achieve the goal, have effective family and business budget management skills through budget planning.
- **Community-based small business coaching activities:** Organized group coaching sessions on financial management and business management in 11 communities with 218 participants (205 women). Through this, we see that members are interested in content that aligns with their current work, and simple lessons can be put to the test.
- **Women and Career Survey Activities:**

The following are income data from the survey at the beginning of 2023 and at the end of 2023 of 164 households:

Number of Households	Basic Income	Number of Households	Income at the end of 2023
75	< \$150	85	< \$150
48	\$ 150- \$ 200	53	\$ 150- \$ 200
13	200 \$ -250	15	200 \$ -250
6	\$250-300	8	\$250-300
22	More than 300\$/month	3	No answer

The findings vary in the number of households and by the regions where women live. Interestingly, we observe that more women have income because they are trained, coached, and provided with additional capital to expand their occupations. Conversely, some women experience reduced income due to changing occupations, economic conditions, declining employment, and workplace closures. However, we found that women are still able to survive because they do not plan to leave the community, and most continue to support their children's education. Additionally, we discovered that 127 women owe money to more than one lender, while 23 families are financially indebted through microcredit. Eleven families do not have debt, and three did not respond.

- **Support Capacity Building for Community Leaders and Local Authorities on Disaster Management:** Consulted with commune councils in nine communes and 14 villages to study CCDM (Commune Committee Disaster Management) and VCDM (Village Committee Disaster Management) structures. Currently, both sangkats and villages lack formal structures. However, authorities have made efforts in disaster response, such as floods, earthquakes, and fires, addressing cases as they arise. They have also provided materials, food, and transportation for women and children affected by floods.

- **Capacity Building for Local Authorities and Community Focal Points on Climate Change:** This activity supports communities in disseminating disaster risk management knowledge after previous training. Topics covered include basic disaster risk management concepts, disaster risk mapping, and the establishment of village emergency work networks, implemented in 97 participating communities (including 91 women).
- **Activities with the Disaster Management Committee:** Conducted two days of training on the basics of disaster risk management (October 5 and 6, 2023) with 33 participants from working group A.M.H.S and Commune/Sangkat Local Authorities. The purpose of this course is to enhance the capacity of Disaster Management Officers to better understand their local roles and responsibilities, learn about national-to-sub-national disaster management mechanisms, safety zones, vulnerable communities, and methodologies for collecting disaster risk information for local risk planning and emergency preparedness. This course has engaged participants in specific cases and implementation plans for their areas.
- **Environmental and Physical Hygiene Campaign:** Organized 31 community-based environmental campaigns from June 9 to 27, 2023, with a total of 620 participants (471 women). The campaign focused on the impact of plastic bag use and the principles of landfill waste disposal.
- **Physical Hygiene Outreach Activities:** Organized nine days of physical hygiene outreach in Hmong in 16 districts, with a total of 380 participants (344 women). This outreach utilized a participatory approach, including poster preparation for education, questionnaires, and promoting cleanliness and proper handwashing practices.

### 3.3 Project 3: Establishing committee for disaster risk reduction, west management and hygiene

- **Conducting quarterly sanitation campaigns:** Organized 31 community-based environmental campaigns on 9-27 June ,2023 with a total of 471 participants (3,22 women). The campaign process is cleaning, gabage collection and disseminated how to pack, the impact of plastic bags use and the principles of fines (west disposal, plastic waste, etc.).
- Production of posters on sanitary hygiene (clean food, clean drinking water, clean living) was also disseminated in 16 communities with contaminated environment and law awareness of environmental care; 380 members participated in the events; then the soap hand washing campaign and a commitment to cooking was made in this program.

### 3.4 Project 4: Global Inclusion to ImproveWomen'sValues and Gender and Justice

- **Capacity Building for Core Team Member of POCD:** Organized support for the core activities of POCD, including community outreach, documentation, meeting coordination, dissemination of domestic violence laws, and community-based reflection. This revealed that women at the community focal points played a strong leadership role, collaborated effectively with local authorities, and demonstrated good cooperation.
- **Activities to Support Women in Using EB Social Systems:** A two-day training workshop on digital systems was held on December 21-22, 2023, at Wichita Gospel, with 27 participants (19 women) from 18 communities. Participants learned to create digital systems and the importance of using digital technologies for business. Training results indicated that members understood how to use Facebook, TikTok, YouTube, and Telegram, as well as how to secure their accounts against hacking.
- **Community Quarterly Meetings:** Led by the Task Force M.H.S, coordinated quarterly meetings in all 18 communities with 169 participants (149 women). These meetings aimed to strengthen the capacity of community focal points in planning and coordinating community meetings, identifying and solving local issues, and effectively communicating with authorities and stakeholders.
- **Regular Meetings with the Regional Work Network:** The group also holds regular meetings with the Philippine-based Regional Work Network on Women and Diversity. M.H.S

representatives participated in a mutual learning session on women and community issues in Southeast Asia on one occasion.

- **Supporting Gender focal point to conduct awareness-raising activities in 30 communities:** Produce a poster with quoted short contents were distributed to 58 gender focal persons. Then they use these materials to conduct awareness to their community. As a result, 917 members (729 women) interested and involved with this awareness.
- Gender has been mainstreamed in all projects from the outset to ensure that women and girls benefit equally, without discrimination based on race and ethnicity. Activities include supporting women's participation in decision-making and the production of tools related to laws on violence, child trafficking, and child labor exploitation. Additionally, prioritizing support for women in social activities with networks at local, regional, and national levels has been a key focus.

#### **4. Strengthening the capacity of UPWD Staff**

UPWD organized Management Committee meetings four times to discuss project staff recruitment, budget and fundraising, address challenges during project implementation, and prepare for staff policy revisions. Additionally, two Governing Board meetings were held, focusing on the project budget, activities, suggestions for staff policy revisions, and the evaluation of the Executive Director.

UPWD continued collaborating with networks such as the Women's Network on Gender (CDAW), Health Network (CCHR), UN-Habitat, NGO Forum, and CCC to strengthen capacity, share information, and prepare the application certificate for GPP.

## 5. Report Summary

Through the implementation of these three project activities, we have observed that UPWD has made remarkable achievements aligned with each of its objectives. In fact, throughout the project implementation in 2023, we noted positive changes in the target communities. Community members demonstrated a greater understanding of domestic violence laws, abuse, child labor exploitation, and how to seek support services when facing domestic violence or abuse.

For community development, we also observed improved cooperation between the community and local authorities in meetings and in incorporating community needs into the three-year Commune Investment Plan. These communities have made local services more accessible, particularly in the planning and implementation of their community development plans.

In terms of improving livelihoods, we have observed that women have made significant efforts to start and expand their small businesses while also learning to manage family budgets and planning, thanks to past training in business and financial management. Additionally, children in the community are receiving a full education with the encouragement of teachers and local authorities, who provide funding and materials that greatly enhance their learning and help reduce dropout rates. Furthermore, through environmental activities, community members have gained knowledge about sustainability and environmental management, which helps reduce waste and address climate change. Together, these initiatives make a fundamental contribution to building a safe and healthy community.

In addition, regarding residential land rights, we observed that members of POCD have gained more knowledge and expertise in sharing, disseminating, and coordinating community efforts to advocate for their land rights at both the local level and in court. Members are now more confident in raising their concerns about the implementation of land rights policies, and the community has begun receiving rights planning following years of protests and the preparation of advocacy documents. These collective efforts and shared spirit empower the community to work effectively and fulfill its mission.

We also noted significant gender variations in how families seek support services for women who have been victims of violence, abuse, and exploitation. Families experiencing extreme violence and those in conflict have seen a reduction in such incidents. Additionally, men are exhibiting more supportive behaviors as they engage in family support work and interpersonal relationships. Families affected by extreme violence are now cooperating more with authorities, especially the police, and are becoming active participants in community outreach regarding violence and child protection.

## **Urban Poor Women Development**

**Address:** #35AAE0, St.265 Sangkat Boeng Salang, Khan Toul Kork, Phnom Penh, Cambodia.

**Mailing address:** P.O. Box: 1057 Phnom Penh, CCC Box 463,

**Tel:** (855) 12 646 955, 12 918 911

**Email:** [info@upwd.org](mailto:info@upwd.org)

**Website:** [www.upwd.org](http://www.upwd.org)

**Facebook:** Urban Poor Women Development-UPWD