Annual Report 2022
KROUSAR THMEY – អក្សរមើលធនការ អក្សរមើលធនការខ្មែរថ្មី
New Family – First Cambodian foundation for underprivileged children
Nouvelle famille – Première fondation cambodgienne d’aide à l’enfance défavorisée
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Message from the Founding President

Dear friends,

Following two years of disruption caused by the Covid-19 pandemic, 2022 was a year of renewal for our activities. Thanks to the gradual lifting of travel restrictions, we were able to conduct the second audit of the special schools on site in May 2022, unlike the first audit which was done online.

It was a pleasure to see the schools again in person: well-maintained buildings, new constructions financed by the Cambodian authorities and a return to normal school life. The challenge of transmission that many feared, is in fact going well, and in some respects, is going even better than expected.

On the outside looking in also provided an opportunity to recommend levels of improvement, thus encouraging the Ministry of Education teams to open the schools to other children, and therefore continuing to support and strengthen inclusion in public schools.

It was a real pleasure to rediscover the programs led directly by Krousar Thmey. Child Welfare centers, family houses, art and culture centers - all are bustling with life and activity.

Domestically, tourism has yet to pick up and daily life remains difficult for many Cambodians.

Despite the difficulties encountered during the pandemic and the country's closure, Darong, our director, was able to keep in touch with everyone, and instill a reassuring dynamic.

We are delighted to be able to share this positive reality with all our donors, individuals, foundations, and institutions. Together, we can be proud of what the teams do every day to improve the lives of so many children, and to see that the government highlighted these achievements in its souvenir book designed for ASEAN 2022.

To all of you, a big THANK YOU.

Benoît DUCHÂTEAU-ARMINJON
Founding President

Message from the Executive Director

2022 marks my eighth year at Krousar Thmey, and my third year as its director. As a witness to the fine work carried out by the Foundation, I feel a particular attachment to this « New Family», which I have been a part of for the past few years.

I am honored by the trust bestowed upon me by the members of the Board of Directors, and grateful for the support of all our partners and donors, through good times and bad. I would also like to thank the Cambodian government, which has been present at every important stage of the Foundation’s work, helping us to meet challenges together. As proof of this fruitful and authentic relationship, Krousar Thmey features in a book produced by the Ministry of Information for ASEAN 2022. Designed as an introduction to Cambodia for international delegations, only two NGOs are represented. This recognition shows that Krousar Thmey is a true player in the country's development, formally acknowledged by the government.

The reopening of the country in 2022 enabled Krousar Thmey to resume all its activities, in particular outreach and visits to poor communities. The Foundation has also caught up on a significant number of activities related to the Education for Deaf or Blind Children program, which were put on pause during school closures in 2020 and 2021. The school of arts in Serey Sophon was also able to reopen its doors and welcome students under normal conditions.

Despite Cambodia's economic development in recent years, the Covid-19 crisis has affected many vulnerable households. As a result, living conditions have deteriorated since 2019, with more and more children on the streets, begging or inhaling glue. In 2022, the protection centers were overwhelmed by the number of youths in distress, leading us to re-evaluate our reintegration strategy. Our financial situation is under strain, due to the non-renewal of long-standing donor support in 2022, due to the pandemic and the political and financial crisis in Europe.

I am counting on your trust and commitment to ensure the success of the Foundation's actions, as we face many challenges in the years to come.

Thank you for your unfailing support.

CHOUR Darong
Executive Director
Krousar Thmey offers a portfolio of cross-cutting programs and projects supporting over 2,500 children in their development in 2022: Child Welfare, specialized and inclusive Education for Deaf or Blind Children, Cultural and Artistic Development, Academic and Career Counseling, as well as Health and Hygiene. In 2022, more than 3,700 people have benefited from the Foundation’s activities.

In the spirit of sustainable action, Krousar Thmey ensures that its support does not lead to any privilege, dependence or disparity in the community.

Krousar Thmey’s main principle is the development of projects led by Cambodians for Cambodians.

Only two European volunteers provide the organization with support in communication, donor relations, and grant contract management.

Apolitical and secular, the action of Krousar Thmey has been acknowledged internationally for its impact, capacity for innovation and sustainability.

OUR VISION
A world in which all children are empowered to grow into independent and responsible adults

OUR MISSION
Enable the integration of underprivileged children into Cambodian society through education and support adapted to their needs, with respect to their traditions and beliefs.

OUR VALUES
IDENTITY
every child can reconnect with their roots and traditions

INTEGRATION
every child is fully integrated into Cambodian society

DIGNITY
every child is respected and can build the future they deserve

Krousar Thmey benefits from the support of various entities around the word. Their fundraising and communication networks greatly contribute to the success of all programs thanks to their communication and fundraising operations.

KROUSAR THMEY AT A GLANCE

The 1st Cambodian organization helping disadvantaged children, founded in 1991 in the Site II refugee camp in Thailand.

KROUSAR THMEY OPERATES
3 PROGRAMS AND 2 CROSS-CUTTING PROJECTS
IN 15 CAMBODIAN PROVINCES

INTERNATIONAL AWARDS

2019
Hero Award (World of Children)

2015
Benoît DUCHÂTEAU-ARM in JO N receives the Trophy for French living abroad, Humanitarian and social category

2015
Phalla N EAN G nominated in the top 10 best teachers in the world by the Global Teacher Prize

2012
Humanitarian Prize (World of Children)

2010
Wenhui Award for Educational Innovation (UNESCO)

2003
Human Rights Prize of the French Republic

2000
Cooperation Prize of the French Republic

INTERNATIONAL NETWORK

Krousar Thmey benefits from the support of various entities around the word. Their fundraising and communication networks greatly contribute to the success of all programs thanks to their communication and fundraising operations.
KEY FIGURES 2022

3,718 PERSONS including 2,574 CHILDREN AND YOUTHS SUPPORTED BY THE FOUNDATION

CHILD WELFARE

- 267 Children supported
- 556 Children identified during outreach
- 160 Children welcomed into our structures
- 120 Children followed-up as outside cases
- 25 Children reintegrated into their families

EDUCATION FOR DEAF OR BLIND CHILDREN

- 779 Students in the five special schools
- 391 Students enrolled in inclusive classes (public schools)
- 136 Specialized teachers
- 493 New signs created
- 3,605 Books in braille printed

CULTURAL AND ARTISTIC DEVELOPMENT

- 1,022 Students at the School of Khmer Arts and Culture
- 70 Children and youths benefited from cultural and artistic activities in our structures
- 16 Students in the art school’s permanent troupe

ACADEMIC AND CAREER COUNSELING

- 442 Youths supported:
  - 283 Students in high school
  - 79 Youths in employment
  - 64 Youths enrolled at university
  - 14 Youths in vocational training

HEALTH AND HYGIENE

- 321 Children supported:
  - 118 Children monitored by local doctors
  - 135 Children vaccinated against serious diseases
  - 87 Children monitored by local dentists
  - 115 Children monitored by psychologists

STRATEGY AND PRIORITIES

Since the transfer of management of the special schools to the Cambodian government in 2019 and a strategic reorientation in 2020, Krousar Thmey has placed the Child Welfare program at the heart of its activities. In 2022, the Foundation focused its approach on strengthening communities to ensure sustainable development and ultimately, reduce the number of its protection centers. However, the pandemic caused major setbacks, leaving Krousar Thmey to adapt its response to the growing number of children living in the streets.

The Foundation also continued to support the Ministry of Education to ensure a smooth transition and quality education for deaf or blind children. At the same time, the School of Khmer Arts and Culture continues to develop, ZK LOHDZDLWLQJWKHOLQQLVWURIXOXWUXHVDSSURYDORUDWUDQVHUHPHDQQJHPHQLWLQJ the Foundation has begun to develop local fundraising opportunities in 2022.

STRAATEGY IN 2022

- Improve the quality of services in the Child Welfare program:
  - The effort put into this program is widely recognized by actors in the sector. In recognition of the quality of the work, the 3PC network (Partnership Program for the Protection of Children) has increased its funding for Krousar Thmey to expand its activities. Likewise, the Ministry of Social Affairs, district authorities and local authorities have also strengthened their cooperation. Furthermore, the teams and beneficiaries have benefited from several training courses to increase the quality of services provided.

- Strengthen collaboration with the Ministry of Education and the NISE
  - In 2022, new partners and donors committed their support to Krousar Thmey to enhance additional post-transfer projects. The Academic and Career Counseling project for deaf or blind youth in particular attracted the attention of the partners. At the same time, the development of inclusive classes for visually impaired children is the fruit of cooperation between Krousar Thmey and the NISE (National Institute for Special Education), with the aim of extending the service beyond the special schools.

- Pursue discussions regarding the transfer of the Cultural and Artistic Development program
  - There is a great need for art education among young Cambodians. In 2022, a new NGO in Phnom Srok district FDOOHGXSRQRXVUHKPHW.KPHU6FKRORJ1UWVDQ6XOWUXUHLQJUHR(UKRKORJRUWXXSRR of arts reduced the number of hours it taught at its two long-standing partner high schools, in order to contribute to WKHGDWULYVLQGFLGHYHORSHPECTORXUOD3QOR6N+RZHUYHGVSLWHKHFVRKXFRXFF region, a potential transfer is still pending, as is the Cultural and Artistic Development program.

- Continue to actively seek out local fundraising opportunities
  - Several foundations and charities in Europe have withdrawn their long-standing support. Krousar Thmey therefore QHHGWVIRFXVQRQJRLQJURSFLQWULQLWLDVLHUVRULQFUDHVWHLQDVFL SURJUDPV7KLVLQIKDQHZYROXQWHHUKDVHEHQUFXULWHGLOWHVWUHQJWKHOUKVHFVRQGQG LVDQQJWH阜PLVLQRQHKWVIIHFWVRIKLFKDUHILSHFHWGLQDQGQRQG

PRIORITIES IN 2022

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**HIGHLIGHTS OF THE YEAR 2022**

**JANUARY**
- Graduation ceremony for 20 sign language interpreters.

**FEBRUARY**
- Full reopening of the school of arts after several months’ closure due to the pandemic.

**MARCH**
- Coordination of a Safe Migration awareness campaign for NGOs.

**APRIL**
- Dance class and meeting between the Takhmao and Chamkar Mon centers.

**MAY**
- First psychological support sessions organized by the NGO TPO.

**JUNE**
- Celebration of the 20th anniversary of NGO Enfants Sourds du Cambodge.

**JULY**
- Chamkar Mon’s temporary center moves to Teuk Thla.

**AUGUST**

**SEPTEMBER**
- Organization of the 10th National Forum for Inclusive Education.

**OCTOBER**
- Cognitive development workshops for beneficiaries of the Child Welfare program.

**NOVEMBER**

**DECEMBER**
- Participation in World AIDS Day.
OBJECTIVE: Facilitate the reintegration of marginalized children into their families and society through emotional, educational, and material support.

Victims of neglect, trafficking, or difficult family situations, street children constitute a vulnerable, out-of-school, often traumatized and marginalized population. To this end, Krousar Thmey’s priority is to strengthen the quality of its care and monitoring of beneficiaries to help reintegrate children into their families.

The Child Welfare program, which helps children and their families by providing emotional, educational, and material support, aims to create the necessary conditions for the children to build a better future.
Krousar Thmey's social workers regularly conduct day and night outreach activities in high-risk areas of Phnom Penh and Poipet to identify children living on the streets or in situations of high vulnerability within their families. The children’s profile is often the same: for their survival, or to contribute to their family's income, they are forced to beg or collect waste to resell it. Most of them have never been to school, or only for a short period of time.

Several meetings are often necessary to convince the child and their family to join one of the Foundation's two temporary protection centers. The protection center provides the child with a reassuring and caring environment before being reintegrated into their family, when possible. Close collaboration is maintained with the local public authorities, who regularly refer cases known to them. Krousar Thmey also works in partnership with specialized networks and organizations to ensure synergy between the actors of the child welfare sector in Cambodia.

In 2022, outreach activities continued as normal, without any health restrictions linked to Covid-19. However, the consequences of the pandemic were clearly visible on the streets, with the number of street children on the rise since 2020. In response to the deteriorating situation, Krousar Thmey increased its activities and also recruited one additional social worker per center. Social workers conducted 172 outreach sessions during which they met 556 children, including 177 girls.

Krousar Thmey's priority is to enable the child to live with their family. Once the child is off the streets, they are welcomed into one of the protection structures, where they can grow up in a stable and secure environment. Meanwhile, the social workers conduct regular assessments of the family situation, according to a formalized procedure in collaboration with the Ministry of Social Affairs, which is continuously reviewed and adapted to the Cambodian way of life, support for formal and non-formal education, cultural, artistic, sports and fun activities, health and hygiene monitoring, advice on academic and career counseling, as well as reinforced psychological support. The aim is to stabilize and prepare the children for their future social reintegration.

In 2022, Krousar Thmey was operating eight structures: two temporary protection centers (Teuk Thla, previously Chamkar Mon, and Poipet), two long-term protection centers (Siem Reap and Takhmao) and four family houses (Kampong Cham, Kpop Veng, Siem Reap 1 and 2).

Krousar Thmey has three types of structures: temporary protection centers, long-term protection centers and family houses.

The temporary protection centers aim to provide a safe environment for the child, while the family situation is being assessed. If reintegration into the family is not possible, the child may be placed in one of the long-term protection centers or family houses. The children are provided with a stable environment, in accordance with the Cambodian way of life, support for formal and non-formal education, cultural, artistic, sports and fun activities, health and hygiene monitoring, advice on academic and career counseling, as well as reinforced psychological support. The aim is to stabilize and prepare the children for their future social reintegration.

At the end of 2022, Krousar Thmey was operating eight structures: two temporary protection centers (Teuk Thla, previously Chamkar Mon, and Poipet), two long-term protection centers (Siem Reap and Takhmao) and four family houses (Kampong Cham, Kpop Veng, Siem Reap 1 and 2).
THE "SAFE MIGRATION" PROJECT

OBJECTIVE: Ensure decent return conditions and reintegration support for families deported or repatriated from Thailand following their illegal migration.

Launched in 2016, the "Safe Migration" project is a collaborative operation involving different members of the ChildSafe Alliance and the 3PC network (the Partnership Program for the Protection of Children), of which Krousar Thmey is a key contributor. This project is being conducted in the town of Poipet, located on the border between Cambodia and Thailand, in a sensitive part of the country, where poverty and the impact of Covid-19 are very significant. The organization works hand-in-hand with two partners: the Thai organization Peuan Pecan and the local NGO Damnok Toek.

In 2022, 31,727 people, including 14,564 women and 3,700 children, were deported following their illegal emigration to Thailand or repatriated for various reasons (victims of trafficking, abuse, forced labor).

This number skyrocketed between 2021 and 2022 with the lifting of Covid-19 restrictions. The local authorities first assess the situation of the deportees, then deploy in the field all skills acquired by staff in 2022 to guarantee a stable financial situation, support for the creation of an income-generating activity, thus preventing family separations; work with communities to promote positive parenting, children's rights, training in the creation of an income-generating activity, psychological support; deploy in the field all skills acquired by staff in 2022, particularly in case management, family therapy and psychological support.

OBJECTIVE: Improve the quality of services for better day-to-day support of beneficiaries.

In 2022, all Krousar Thmey staff in Cambodia were trained according to the new Child Protection policy, revised in 2021. Training for staff and beneficiaries was conducted in two phases: theoretical, then in the field. This training was an opportunity for staff to revise the code of conduct, work on case studies through role-playing, and to reinforce prevention tactics against the various forms of child abuse. Emphasis was laid on new online-related practices and the resulting risks of abuse, particularly on social media. In turn, the families of the children supported have benefited from trainings on good parenting practices and the prevention of domestic violence.

Beyond family support, Krousar Thmey also works to reintegrate the children in the best possible conditions, starting with a safe family environment. Beyond family support, Krousar Thmey also works to strengthen communities to create a healthy, positive environment in which children can thrive.

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Parents or guardians attended vocational training
Parents or guardians created an income-generating activity

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TESTIMONY: Somoen, 11 years old, beneficiary of Poipet’s temporary center

Somoen is a 11-year-old girl, who was initially born in Banteay Manchey, in the North-West of Cambodia, close to the Thai border. She was admitted in Poipet Temporary Center in February 2022, at the same time as her little brother Soyeth.

Their parents decided to leave for Thailand when Somoen and her brother were still small, hoping to access to better quality living conditions. Nevertheless, they had to face up the harsh reality: the labor market being competitive, their living conditions remained precarious.

7KHIDPLQHUDGPDQDOGLJXOWLHVLQ7KLDLODQG7KHDWKHUGLHGHGUD

The mother drinks alcohol on a daily basis and works as a vegetables seller. In August 2022, Somoen and Soyeth were taken to a police station and were brought to Thailand. The family faced many difficulties in Thailand. The father died a few years ago and the mother drinks alcohol on a daily basis and works as a vegetables seller. In August 2022, Somoen and Soyeth were taken to a police station and were brought to Thailand. The family faced many difficulties in Thailand. The father died a few years ago and the mother drinks alcohol on a daily basis and works as a vegetables seller. In August 2022, Somoen and Soyeth were taken to a police station and were brought to Thailand.

An awareness campaign was also launched in August 2022 to inform people about the dangers of illegal emigration. Various communication tools including posters, brochures, T-shirts, etc. were widely distributed to reach a large audience.

Parents or guardians attended vocational training
Parents or guardians created an income-generating activity

STRATEGY IN 2023

• Work with communities WR SURPRWHSRVVLWLHYSDUHQWLOJFKLOGUHQVULJKWVWUDLOLQJLQW generating activity, thus preventing family separations;
• Deploy in the field all skills acquired by staff in 2022, particularly in case management, family therapy and psychological support;
• Increase the education levels of children VXSRRUWHGE\UXVDUJKPHDQGVKDKLQWKSHEHQHVWZLKVW
Since 1994, Krousar Thmey has been committed to the education of deaf or blind children and their integration into society. A network of five special schools was created and administered for 25 years, until its transfer to the Cambodian authorities in July 2019. Thanks to its expertise, the Foundation has thus contributed to the creation of the first public system of special education in Cambodia. The schools have been placed under the strategic leadership of the Department of Special Education (DES) of the Ministry of Education, Youth and Sports (MoEYS). Budgetary and administrative management is decentralized to the provincial education offices.

In parallel, the National Institute for Special Education (NISE) is in charge of training specialized teachers and developing curricula. The Institute is also in charge of the production of adapted resources and relies in particular on the Braille workshop and the Cambodian Sign Language Committee, placed under its responsibility. As technical advisor to the Ministry of Education regarding special and inclusive education, the NISE also conducts activities to raise public awareness on the topic of social inclusion.

In close collaboration with NISE, Krousar Thmey works to support the implementation of special and inclusive education policies, as well as the development of innovative projects, thus ensuring a smooth transitional period.

OBJECTIVE: Enable children with visual or hearing disabilities to find their rightful place in society by providing them with access to tailored education and support to prepare them for working life.
KROUSAR THMEY’S INVOLVEMENT

The continued close collaboration between the Foundation and the ministerial agencies during this transition period in education for deaf or blind children, the specialized teachers and all stakeholders in this sector.

In 2022, the lifting of Covid-19 restrictions enabled the Foundation to conduct the audit of the NISE and the five special schools for the first time in person. The aim is to support education authorities in the management of the special schools, and to take stock of the quality of educational services at each school. On this occasion, several meetings were organized with the directors of the various NISE and SED departments, with the directors of special schools, as well as with parents, students, and teachers.

Following this assessment, recommendations were made to strengthen cooperation between ministerial and provincial departments, recruit and train more teachers, facilitate the professional integration of youths with hearing or visual disabilities, and encourage the practice of artistic and sports activities.

PRELIMINARY AND IN-SERVICE TRAINING FOR SPECIALIZED TEACHERS

OBJECTIVE: Strengthen the skills of specialized teachers for the education of deaf or blind students, and train new specialized teachers.

In partnership with the NISE, Krousar Thmey supports the implementation of trainings, notably through the search for funding and networking with international collaborators and experts. The NISE is responsible for training new teachers in the mastery of Cambodian Sign Language, Braille, inclusive education, computer skills, sports activities, as well as orientation and mobility.

All teachers and school staff also participate in training provided by partner organizations on topics such as child development and teaching practices, speech therapy, and multimedia library management, in order to strengthen their skills and develop new ones.

The year 2022 was marked by the development of a new curriculum dedicated to the education of the visually impaired. Developed with the support of our donors PAIRD and DUBRULE, the new curriculum may be used to issue ZKLFKZLOOG of inclusive classes and extend them to new districts in the provinces of Siem Reap, Battambang and Kampot.

IN 2022

493 Signs documented and created
19 Sign Language Committee members
11 Signs Discovery training sessions

Krousar Thmey continues to support the Ministry of Education in providing care adapted to the needs of children with visual or hearing disabilities. Blind or visually impaired children receive regular ophthalmological consultations and optical equipment (glasses, magnifying glasses, lamps) that are essential in their daily lives. Screening initiatives for the visually impaired are also being carried out in the provinces of Siem Reap, Battambang and Kampot.

SPECIALIZED SCREENING AND FOLLOW-UP

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For deaf or hard-of-hearing children, the partner organization Enfants Sourds du Cambodge (ESC) provides and adapts hearing aids depending on the evolution of their hearing level. ESC also trains speech therapists and school technicians in the maintenance of hearing aids and the manufacture of ear molds.

In 2022, over 20 teachers specializing in education for deaf or hard-of-hearing were trained to use Signs Discovery, over 70 deaf or hard-of-hearing students had the opportunity to test the platform, on which almost 1,600 signs were updated or modified.

Furthermore, to enhance their knowledge and expertise, over 40 participants attended a 5-day training course in Khmer grammar, essential for conveying the cultural concepts of Cambodian Sign Language.
TESTIMONY – Samnang, student at Siem Reap special school

Samnang is a young 16-year old girl, who suffers from blindness. She is currently in grade 12 and attends classes in Siem Reap specialized school since 8 years now. She is also part of the boarding school. She never went to sighted people school before this.

The first time she got at the specialized school, she remembers crying a lot. She was very scared of leaving her grand-parents, whom she lived with since she was a child. However, once she got there, she quickly felt at ease because for the first time, she was surrounded by people who had the same type of disability that she has. Even if she missed her family dearly, she felt at home: « The school really is adapted to my needs and the staff here do everything they can to make us happy and fulfilled » she says with a smile.

Her favourite subjects are Cambodian language and English literature. Every weekend, she also nurtures her artistic side by taking guitar classes.

On her spare time, she loves singing and reading books. She is also keen on playing football and has a lot of friends: « Because I was here since I am 8 years old, I really feel at home here and I have a few best friends », she says with a shy smile.

Later, when she will be done with her studies, Samnang would like to be a Cambodian literature teacher. Ideally, she would really like to take courses at university while working in order to combine theory and practice.

STRATEGY IN 2023

- Strengthen the skills of specialized teachers by reinstating training courses during school vacations;
- Develop the network of inclusive classes in public schools in the provinces of Siem Reap, Battambang and Kampot;
- Increase awareness campaigns among employers, training institutes, communities, and families to make the Cambodian society more inclusive and encourage solidarity.

BRAILLE WORKSHOP

Located at NISE headquarters within Phnom Penh Thmey Special School, the Braille workshop is responsible for transcribing and printing all school books of the national education program into Khmer Braille for blind students and scholars in Cambodia.

2020, the special schools in Phnom Penh Thmey, Battambang, Kampong Cham and Siem Reap were also equipped with Braille printers and audio recording equipment. Consequently, during the first three months of 2022, training was provided by a Japanese technician to ensure operational technical mastery of the new machines.

EN 2022

- 14 Braille workshop employees
- 3,605 printed braille books
- 5 audiovisual books produced and distributed in schools

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On her spare time, she loves singing and reading books. She is also keen on playing football and has a lot of friends: « Because I was here since I am 8 years old, I really feel at home here and I have a few best friends », she says with a shy smile.

Later, when she will be done with her studies, Samnang would like to be a Cambodian literature teacher. Ideally, she would really like to take courses at university while working in order to combine theory and practice.
From its beginnings in the refugee camps, Krousar Thmey has sought to foster in the children a sense of belonging to Cambodian society and thus facilitate their knowledge of their roots and their social (re)integration upon repatriation. The Foundation has set up cultural exhibitions for the public and initiated art classes for children to teach them music, traditional dances and shadow theater.

In addition to passing on a culture and know-how from one generation to another, Krousar Thmey strongly believes that art provides therapeutic support for children with troubled pasts or disabilities. Today, the program is divided into two parts: the School of Khmer Arts and Culture in Serey Sophon, and artistic activities in the Foundation’s protection structures.

Following the transfer of the five special schools of Krousar Thmey to the Cambodian authorities in 2019, the cultural and artistic education taught within these structures is now under the responsibility of the Ministry of Education.

OBJECTIVE: Enable children to make their cultural heritage their own and to grow through the (re)discovery of traditions and arts
THE SCHOOL OF KHMER ARTS AND CULTURE

OBJECTIVE: Provide a place of learning open to all and dedicated to the teaching of traditional Cambodian arts, to help bring this ancient culture to life.

For 25 years, the Serey Sophon School of Khmer Arts and Culture has been promoting access to artistic and cultural disciplines to pass on Cambodian traditions from generation to generation. Located in the province of Banteay Meanchey, the school is now a nationally recognized institution. It ensures the transmission of cultural and artistic heritage to students from two public schools of the city through dance, music, painting and sculpture classes. During the summer vacation, the school is also open to anyone interested in traditional Cambodian arts, to help bring this ancient culture to life. Ultimate these teachings enable them to reconnect with their identity and to better embrace their culture.

The children are also regularly invited to perform at public celebrations to promote Khmer culture. In total, eight public performances took place in 2022. Several cultural outings and excursions were also organized, such as a trip to Takeo province in September for all South Zone beneficiaries.

In January 2022, the troupe had the opportunity to perform in front of an audience of 800 people to celebrate the new school year at a high school in the province of Banteay Meanchey. In addition, a group from the permanent troupe reached the semi-finals of a national traditional Khmer dance competition organized by the Union of Youth Federations of Cambodia (UYFC) in Phnom Penh.

THE PERMANENT TROUPE

Krousar Thmey’s permanent troupe is composed exclusively of former students of the art school, to disseminate traditional Khmer arts nationwide.

Throughout the year, the school of arts permanent troupe gave 13 public performances in front of 4,500 people. For 30 years, Krousar Thmey has made cultural and artistic activities available to all beneficiaries of the Child Welfare program. Through the practice of traditional music and dance classes, shadow theater, the celebration of Khmer festivals, as well as cultural visits, SKK turned to Krousar Thmey and its Khmer School of Arts and Culture, located some 30 kilometers away. Art teachers travel to the neighboring district on weekends to teach drawing and painting to the underprivileged youth supported by SKK.

To guarantee a complete education offer, SKK turned to Krousar Thmey and its Khmer School of Arts and Culture, located some 30 kilometers away. Art teachers travel to the neighboring district on weekends to teach drawing and painting to the underprivileged youth supported by SKK.

Discussions regarding the transfer of the school of arts to the Ministry of Culture and Fine Arts are still ongoing.

TESTIMONY – Sackrach, 12 years old, student at the School of Khmer Arts and Culture

Sackrach is originally from Siem Reap and has been living in Serey Sophon for 2 years. His parents have opened a small shop in the town centre and the young boy lives with them. Sackrach has started to take music classes at the Arts school of Krousar Thmey 6 months ago, now he is in sixth grade in O’Ambel High School.

Every morning, he goes to the Art school and then goes to high school where he has class until 5 pm. He is very happy to be enrolled in the Arts school because he heard about it and wanted to being admitted there for a long time. He still remembers being amazed by his teachers Samy and Prathna he met during his first music class.

Ideally, he would like to learn how to play all the music instruments used for traditional Khmer music. At the moment, he is learning how to play ro nièt ek (a type of xylophone). The school teaches him good music basics, Sackrach said he was very happy with the teachers who are patient and pedagogue.

“The permanent troupe

7KHDUVFKRROVSHUPDQHQQWURXSLTVPDGHSRXRIOXQWWHUVWXGHOVZKRHUXODU

Welfare program. Through the practice of traditional music and dance classes, shadow theater, the celebration of Khmer festivals, as well as cultural visits, SKK turned to Krousar Thmey and its Khmer School of Arts and Culture, located some 30 kilometers away. Art teachers travel to the neighboring district on weekends to teach drawing and painting to the underprivileged youth supported by SKK.

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Discussions regarding the transfer of the school of arts to the Ministry of Culture and Fine Arts are still ongoing.

IN 2022

1,022 Students enrolled during the school year
16 6WGXGHWQLWQWKhD

permanent troupe

Strategies in 2023

• Strengthen the visibility of the permanent troupe of the Serey Sophon school to promote traditional Khmer arts;
• Extend the school’s scope of activities and teaching to reach rural areas;
• Develop the cultural activities offer within protection centers and family houses;
• Continue the collaboration with the Banteay M eanchey Provincial Department of Culture and Fine Arts to transfer more students from the permanent troupe to the provincial troupe.
Since 2011, Krousar Thmey has supported the young people in its programs in building their futures, particularly in terms of access to higher education, vocational training or employment.

The Foundation provides them with advice, personalized follow-up and guidance towards the path best suited to their needs and desires. The project officers also offer various workshops and trainings to middle and high school students, with the aim of increasing their interpersonal and non-technical skills on various topics such as life skills, self-confidence, problem solving, communication, interview preparation, and life goal setting.

Following the transfer of the special schools in 2019, the NISE became responsible for the follow-up of students with visual or hearing disabilities, with the support of Krousar Thmey who is also directly involved in the follow-up of the youth in the Child Welfare program.

OBJECTIVE: Support young Cambodians in building their future by facilitating access to higher education, vocational training and employment.
Krousar Thmey works to expand its network by forming partnerships with certified vocational training centers. In 2022, 14 youths followed a vocational training, including 12 from the Child Welfare program and two with visual impairment.

**TESTIMONY – Sreyleap, student at the Sala Baï hotel school, Siem Reap**

Arrived in Krousar Thmey in 2021 at 12 years old, Sreyleap lived through a difficult childhood, marked by abandonment and street life. She was first welcomed in a Family House in Siem Reap, then transferred to the Family House of Kampong Cham where she lived until August 2021.

At a younger age, she was ashamed of not having parents and did not have faith in herself. When she arrived at the Family House of Kampong Cham and started middle school, she had to adapt herself to this whole new environment. However, she could feel more useful and gain confidence thanks to the dancing and music classes she took at the Family House. Those additional classes allowed her to transmit her new skills to her classmates.

In September 2021, she was admitted to Sala Baï, a catering and hotel school based in Siem Reap, to start a cooking training. « I have always loved cooking, including for my brothers, sisters and my adoptive parents. When I wanted to try something new, I immediately knew I wanted to integrate this school. »

Sreyleap is focused on her studies but is already dreaming of her future « After my training, I think I will look for a job in Siem Reap and accumulate 5 years of experience before opening my own restaurant where I will serve French-Khmer food. »

**IN 2022**

- 79 youths in employment, including 36 blind or low vision,
- 42 deaf or hard-of-hearing and 1 youth from the Child Welfare program.
- Boost the network of employers and training partners to improve access to employment and higher education for people with disabilities.
- Develop partnerships with certified vocational training centers;
- Strengthen support for students experiencing difficulties at school and work with them on their life project;
- Organize more meetings between professionals, students, and high school students to encourage experience sharing;
- Provide ongoing follow-up and support to employers to facilitate the successful integration of young people into companies.

**ACADEMIC AND CAREER COUNSELING**

**ACCESS TO UNIVERSITY**

Krousar Thmey offers guidance and support to young people preparing for post-baccalaureate studies. They choose the studies and the university or school adapted to their abilities and wishes. Visits to establishments are also arranged for them to discover the sites and courses on offer. In 2022, 8 youths visited universities such as the Royal University, the Cambodian Institute of Technology and the ACLEDA Business Institute.

A number of partnerships have been formed to facilitate the transition of young people into higher education and to assist them in obtaining scholarships. If needed, the Foundation also offers monthly material and financial support to help with their tuition, transportation and housing costs. Suitable materials for students with visual or hearing disabilities, such as Braille books, audio recorders, and sign language interpreters may be provided by the NISE.

**VOCATIONAL TRAINING**

Vocational training is an essential part of the activities offered by Krousar Thmey to young high school students who wish to enter the workforce. The Foundation has opened its doors to young people with disabilities.

In 2022, 14 youths followed a vocational training, including 12 from the Child Welfare program and two with visual impairment.

**IN 2022**

- 64 youths from the Child Welfare program, including 42 blind or low vision,
- 19 deaf or hard-of-hearing and 3 youths from the Child Welfare program.

**TOWARDS EMPLOYMENT**

In 2023, Krousar Thmey intends to continue its efforts to provide ongoing follow-up and support to employers and training partners to facilitate the successful integration of young people into companies.

**STORY IN 2023**

- Develop partnerships with certified vocational training centers;
- Strengthen support for students experiencing difficulties at school and work with them on their life project;
- Organize more meetings between professionals, students, and high school students to encourage experience sharing;
- Boost the network of employers and training partners to improve access to employment and higher education for people with disabilities.
The Health and Hygiene project aims to provide all children and staff members at Krousar Thmey with enhanced medical care in order to improve their health and ensure their daily well-being.

This includes educating children and training staff in good hygiene practices, food safety and the prevention of infectious diseases.

In 2020, Health and Hygiene activities became a cross-cutting project, common to both the Child Welfare and Education for Deaf or Blind Children programs.

Since 2022, the project has benefited exclusively the children and staff of both the Child Welfare program and the Cultural and Artistic Development program. The Ministry of Education is now responsible for monitoring the health of students and staff in the special schools.

OBJECTIVE: Protect the health of Cambodian children and staff, so they may grow to their full potential as children, adolescents and adults.
VACCINATION

Working with local health authorities, Krousar Thmey provides free vaccination for children in its structures if they have not been vaccinated against several diseases, such as hepatitis B, measles, mumps, rubella, polio, diphtheria and tetanus. 135 children and 46 staff members were vaccinated in 2022. This preventive measure allows children to purchase vaccines from private institutions. As part of the national vaccination campaign against Covid-19, the Foundation facilitated the immunization of all children and staff members. By the end of 2022, 135 children aged 8 HDQGRYHUDQGPHPSORHVKDGEHHQIXOOW0YDFLQDWHG aged 5 and over and 46 employees had been fully vaccinated.

TESTIMONY – Sreyne, beneficiary of Poipet’s temporary center

Sreyne is a 9 years-old girl who has been admitted to the Temporary Protection Center of Poipet in August 2022.

Sreyne was born in the province of Banteay Meanchey, close to the Thai border. Her older brother, Samnang, lives with her at the centre. When Krousar Thmey’s team of social workers met Sreyne and her brother on the street, they had been sent by their mother to collect items for resale. Their mother had no stable income, they had no schooling and were suffering from malnutrition.

Two days after she arrived at the center, Sreyne went to Phsar Kandal Health Community Center in Poipet to treat her tuberculosis lymph node. She was accompanied by her mother and two social workers who met Sreyne and her brother on the street. They had been sent by their mother to collect items for resale. Their mother had no stable income, they had no schooling and were suffering from malnutrition.

Sreyne was admitted to the Temporary Protection Center of Poipet in August 2022.

When she is asked if she likes living in the center, she replied: “I am happy here because I can eat, learn, play and make more friends.”

Strategic targets set in 2023

- Provide in-depth training for teams in psychological support;
- Build new partnerships to ensure the quality and sustainability of the care provided;
- Extend medical coverage to poor families from the community where reintegration processes are ongoing.
The Covid-19 pandemic and the crises in Europe have had a significant impact on the Foundation's financial situation in 2022. Currently, funding is decreasing, while spending is on the rise. The significant increase in financial resources in 2022 is (exclusively) thanks to the sale of land authorized by the Board of Directors. These operations are designed to compensate for the successive donor withdrawals in recent years.

Moreover, certain costs related to the land sale weighed heavily on the Organization's expenditure. In 2022, «service charges» expenditure will be 735% higher than in 2021.

Finally, to ensure the sustainability of Krousar Thmey's actions, a new fundraising strategy is being conceived, in anticipation of future withdrawals.

<table>
<thead>
<tr>
<th>Expenditures by Program</th>
<th>2022</th>
<th>2021</th>
<th>Var.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expenditures</strong></td>
<td>USD</td>
<td>USD</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>942,521</td>
<td>802,546</td>
<td>17%</td>
</tr>
<tr>
<td><strong>Total (EUR)</strong></td>
<td>895,891</td>
<td>678,552</td>
<td>32%</td>
</tr>
<tr>
<td><strong>Total (CHF)</strong></td>
<td>899,715</td>
<td>733,606</td>
<td>23%</td>
</tr>
</tbody>
</table>

*(1) The 7% increase in human resources is due to the creation of an additional project position, the recruitment of social workers, the Finance Director's transition period, and the state pension for staff in place since October 2022.*

*(2) Transport costs increased by 26% due to the maintenance of cars, motorcycles, and bicycles, and to the costs of moving the Chamkar Mon protection center to a new site.*

*(3) The increase in the number of children in protection structures (contrary to Krousar Thmey's forecasts) and the increase in food expenditures due to food price inflation resulted in an 11% rise in expenditures.*

*(4) The 5% increase in spending on health and hygiene is related to an improvement in the psychological support provided to children in centers and family houses.*

*(5) School expenses decreased by 52% compared to 2021 due to the reallocation of the school uniform budget for outside cases to the «Monitoring and evaluation» category.*

*(6) The new partnership between the art school and the SKK NGO explains the 20% increase in expenditures for sports and cultural activities compared to 2021.*

*(7) Expenditures on services, supplies and equipment fell by 69% as online courses and training were discontinued.*

*(8) The 121% increase in monitoring and evaluation expenditures reflects the strengthening of support for vulnerable families, the inclusion in this line of material support for outside case pupils, field follow-up by social workers after Covid-19 and the ESC team mission in June 2022.*

*(9) Training costs are 158% higher than in 2021, as staff capacities have been strengthened, particularly in terms of psychological support, and 9 additional projects now target training for youths, specialized teachers, and NISE staff.*

*(10) Communication, fundraising, and advocacy costs increased by 41% compared to 2021 due to the production of a new KT presentation video and the updating and enhancing of the KT website.*

*(11) Other costs and services increased by 735% compared to 2021 due to the cost of asset sales, foreign exchange losses and audit costs for the period extending from January 2020 to December 2022.*
**SOURCES OF FUNDING**

<table>
<thead>
<tr>
<th>Resources</th>
<th>Notes</th>
<th>2022</th>
<th>2021</th>
<th>VAR.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donation funds directly collected in Cambodia</td>
<td></td>
<td>204,896</td>
<td>230,140</td>
<td>-11%</td>
</tr>
<tr>
<td>Donations from organizations and foundations</td>
<td>(1)</td>
<td>211,284</td>
<td>103,486</td>
<td>-53%</td>
</tr>
<tr>
<td>Donations from Cambodian authorities</td>
<td>(2)</td>
<td>10,800</td>
<td>10,800</td>
<td>0%</td>
</tr>
<tr>
<td>Private donations</td>
<td>(3)</td>
<td>34,142</td>
<td>8,056</td>
<td>324%</td>
</tr>
<tr>
<td>Other income</td>
<td></td>
<td>1,302,942</td>
<td>195,967</td>
<td>565%</td>
</tr>
<tr>
<td>Income from sales, artistic and cultural performances</td>
<td>(4)</td>
<td>1,286,088</td>
<td>54,820</td>
<td>224%</td>
</tr>
<tr>
<td>*DLQIURPHGVDVHVDVDOHVD</td>
<td>(5)</td>
<td>15,329</td>
<td>140,847</td>
<td>-90%</td>
</tr>
<tr>
<td>Interest rates and exchange gains</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Funds from Krousar Thmey’s international network</td>
<td></td>
<td>432,265</td>
<td>428,744</td>
<td>1%</td>
</tr>
<tr>
<td>Krousar Thmey France</td>
<td>(7)</td>
<td>166,207</td>
<td>134,383</td>
<td>24%</td>
</tr>
<tr>
<td>Krousar Thmey Switzerland</td>
<td>(8)</td>
<td>266,058</td>
<td>294,361</td>
<td>-10%</td>
</tr>
<tr>
<td>Donations in kind</td>
<td></td>
<td>6,545</td>
<td>8,163</td>
<td>-20%</td>
</tr>
<tr>
<td>Rice donation</td>
<td></td>
<td>6,449</td>
<td>7,739</td>
<td>-17%</td>
</tr>
<tr>
<td>Other donations in kind</td>
<td></td>
<td>96</td>
<td>424</td>
<td>-77%</td>
</tr>
<tr>
<td>Total resources (USD)</td>
<td></td>
<td>1,946,648</td>
<td>863,014</td>
<td>126%</td>
</tr>
<tr>
<td>Total resources (EUR)*</td>
<td></td>
<td>1,850,340</td>
<td>729,678</td>
<td>154%</td>
</tr>
<tr>
<td>Total resources (CHF)**</td>
<td></td>
<td>1,858,238</td>
<td>788,881</td>
<td>136%</td>
</tr>
</tbody>
</table>

* Average annual rate USD/EUR : 0.9505  ** Average annual rate USD/CHF : 0.9546

(1) Donations received directly in Cambodia from organizations and foundations for child protection structures and additional projects.

(3) Private donations increased by 324% compared to 2021 thanks to an individual donation.

(4) This line refers to performance-related donations. The Krousar Thmey School of Khmer Arts and Culture and the protection centers presented more artistic performances in 2022 after the lifting of restrictions imposed by the Covid-19 pandemic.

(5) Krousar Thmey sold 2 plots of land (Chamkar Mon Protection Center and Prek Kat land). However, the sale of the Prek Katland is still in progress on December 31, 2022.

(7) Krousar Thmey Cambodia received funding from Krousar Thmey France. Funds collected are only registered when received in the bank. The total amount of funds received from KTF, 166,207,000 USD, includes the net amount of funds advanced to KTF. Funds advanced by KTF DQGIXQGVRDQPHGZKHFHRQURU7KHIXQGVDHHGZKHFHRQURU2HZHHTXDDW86° and will receive interest payments at maturity.

(8) Krousar Thmey Cambodia received funding from Krousar Thmey Switzerland. Funds collected are only registered when received in the bank. KTS transfers donations to KTC twice a year. The total amount of funds accepted by donors in Switzerland in 2022 is 10% lower than in 2021.

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**BANK ACCOUNTS AND CASH**

```
<table>
<thead>
<tr>
<th>Account name</th>
<th>Notes</th>
<th>2022</th>
<th>2021</th>
<th>VAR.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Devise : USD</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current and savings accounts</td>
<td></td>
<td>792,286</td>
<td>854,259</td>
<td>-7%</td>
</tr>
<tr>
<td>Term deposit account</td>
<td>(1)</td>
<td>3,218,000</td>
<td>2,058,000</td>
<td>56%</td>
</tr>
<tr>
<td>Cash on hand</td>
<td></td>
<td>2,056</td>
<td>2,443</td>
<td>-16%</td>
</tr>
<tr>
<td>Total (USD)</td>
<td></td>
<td>4,012,342</td>
<td>2,914,702</td>
<td>38%</td>
</tr>
<tr>
<td>Total (EUR)*</td>
<td></td>
<td>3,813,837</td>
<td>2,464,381</td>
<td>53%</td>
</tr>
<tr>
<td>Total (CHF)**</td>
<td></td>
<td>3,830,115</td>
<td>2,664,329</td>
<td>37%</td>
</tr>
</tbody>
</table>
```

* Average annual rate USD/EUR : 0.9505  ** Average annual rate USD/CHF : 0.9546

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**FUND BALANCE**

```
<table>
<thead>
<tr>
<th>Account name</th>
<th>Notes</th>
<th>2022</th>
<th>2021</th>
<th>VAR.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Devise : USD</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receivables</td>
<td>(1)</td>
<td>6,450</td>
<td>32,932</td>
<td>-80%</td>
</tr>
<tr>
<td>Liabilities</td>
<td>(2)</td>
<td>106,679</td>
<td>98,658</td>
<td>8%</td>
</tr>
<tr>
<td>Total (USD)</td>
<td></td>
<td>4,012,342</td>
<td>2,914,702</td>
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<td>37%</td>
</tr>
</tbody>
</table>
```

* Average annual rate USD/EUR : 0.9505  ** Average annual rate USD/CHF : 0.9546

---

(1) Receivables decreased by 80% in 2022, and relate only to property rental deposits and internal loans.

---

**BUDGET OF 950,000 DOLLARS**

---

**UNDER 4% OF ADMINISTRATIVE COSTS**

---
PRIORITIES IN 2022

- Extend activities in communities to enable the sustainable reintegration of children and reduce marginalization trends;
- Build up the capacities of teachers in special schools by consolidating the collaboration with the NISE to ensure accessible, quality education;
- Continue discussions on the transfer of the Cultural and Artistic Development program and the management of the Serey Sophon school of arts;
- Continue fundraising efforts at Krousar Thmey Cambodia.

STRATEGIC GOALS 2021-2025

Strengthen the Child Welfare Program: the heart of Krousar Thmey’s work

- Maximize the quality of support provided to children living in the facilities;
- Empower the families of reintegrated children by providing sustainable solutions;
- Support all the youths monitored in the framework of the academic and career counseling project to integrate into the workforce;
- Have Krousar Thmey’s expertise in child protection and sustainable social reintegration services recognized by the target population and the Cambodian authorities.

Transfer the Cultural and Artistic Development program to the competent authorities (Ministry of Culture and Fine Arts and Ministry of Education): ensure the integration of the Serey Sophon School of Khmer Arts and Culture into the public education system

Finalize the transition period for the transfer of the Education program to the Ministry of Education to ensure that it takes charge of innovative services and projects for children with visual or hearing disabilities.
ACKNOWLEDGMENTS

CAMBODIAN PUBLIC AUTHORITIES
His Maje st the King N O R O D O M Sihanom
Her Maje st the Queen M other N O R O D O M Sonny
Prime Minister Samdech Akka Moha Sena Padei Techo Hun Sen
Dr. Hun Manet
The Royal Government of Cambodia
Asian Ministry of Culture and Fine Arts
Asian Ministry of Education, Youth and Sport
Asian Ministry of Social Affairs
Ministry of Defense TEA Banh
Ministry of Information KHIEU Kanharith
His Excellency the ambassador for Cambodia at
UNESCO
His Excellency the ambassador for Cambodia to
France

ORGANISATIONS, FOUNDATIONS & INSTITUTIONS
French Embassy in Phnom Penh
French Embassy in Singapore
Japanese Embassy in Phnom Penh
AMANJAYA Foundation
CARITAS Switzerland
C L A R I N T Foundation
DUBRULLE Family
EN FAN CE ESPOIR Foundation
EURO PEAN UN IO N
EYE CARE Foundation
G R E E N LEAVES EDUCATIO N Foundation

TOWNS AND MUNICIPALITIES
Can ton of G eneva
Cities of G eneva and Lancy
Towns of Collonge-Bellerive, M einier and Vaudoeseurs

HIRZEL Foundation
Humanitarian G roup of the International French School in
Singapore
IN TERN ATIO N AL CO UN CIL FOR E DUCATIO N O F
PEOPLE WITH V ISUAL L IM PAIR IN T (IC EVI)
O VERBO O K SC HO O L O R THE BUN D
JAVARY-FILA Family
LES 7 DE LA CITE Theater troupe
LD C ALIJD CAL
LO M BARD-O DIER Foundation
LO UIS DE LASSEN CE Foundation
M EY-OU UI Foundation
THE N IPPO N FO UN DATIO N
PRO M ESSE ST EG REVE Association
RAKSA KO M A Foundation
SAVE THE CHILDREN C ambodge
STIF TUN G H I RTEN Kin DER Foundation
SYM PHASIS Foundation
UN ICE Foundation
VAN THIEN EN Family

TECHNICAL PARTNERS
3PC (Partnership Program for the Protection of Children)
AC LEDA Business Institute
ADURO $56.66 +/- $16,263.75
AN H G KOR UN IVER SITY
ASIA E URO UN IVER SITY
ASSO C IATIO N O F THE BUN D IN CAM BODIA
BAYON N PATISSERIE SCHOOL
BRO W N CO FREE
C A R ITAS Battambang
CAM BODI AN LUVIN G ARTS
CAM BODI A W O RLD FAM ILY
CH EA SIM UN IVER SITY O F K AM CHAYM EAR
CH ILDREN IN F AM ILYES
CH INSE UN IVER SITY O F H ONG KONG
C RC CAM BODIA
DAM N O K TO EK
DEAF DEVELOPMENT M EY EN T PRO GRAM M E
DONE B SCO T ECH NICAL SCHOOL
SIHAN O UKVILLE
DONE B SCO VO CATIO N AL ALTRAIN IN G C EN T
EN FANT HOS U RDS DU CAM BODI A
M r. Jean-Paul Bera
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D I E E N O N E
O PEN IN S TITUTO
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PAN HACH IET UN IVER SITY
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TRANSCULTURAL PSYCHOBANGKOK
TRAP E A N G SAN NG KAE CO M M UN IITY BASED
ECD TO URISM-KAM POT
UN IVER SITY O F C AM BODIA
UN IVER SITY O F M AN AG EM EN T
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