

A woman with dark hair, wearing a black jacket with a vibrant red floral pattern, is smiling at the camera. She is holding a bundle of dried, light-colored plant material, possibly herbs or roots, in her hands. A black strap with a silver buckle is visible across her chest. The background is a soft, out-of-focus blue. The overall tone of the image is warm and professional.

ANNUAL REPORT 2025

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MESSAGE FROM INTERIM COUNTRY DIRECTOR



Kimsan Chantara

Interim Country Director
ActionAid Cambodia

As we reflect on 2025, I am filled with pride in the resilience, courage, and collective leadership demonstrated by communities, partners, and staff across our targeted areas. This year tested us in unprecedented ways. The border conflict at the Cambodia-Thailand border displaced families, disrupted livelihoods, and challenged our operational presence in some of the most fragile areas. Yet, it also reaffirmed who we are as ActionAid Cambodia: an organization rooted in solidarity, ready to stand with people in times of crisis while continuing the long-term struggle for rights, justice, and dignity.

Our rapid and principled emergency response to the border conflict ensured that thousands of displaced families received lifesaving support, including food, water, sanitation and hygiene (WASH) supplies, learning kits, and emergency cash. Even in displacement sites, children continued learning, and women maintained their dignity and safety. Our ability to mobilize quickly with local partners demonstrated the strength of our Local Rights Programme model.

Second, we witnessed a powerful rise in women's and youth leadership across our programmes. From women workers confidently engaging in social dialogue with employers, to women champions speaking in Commune Council meetings about gender-responsive budgets, to youth leaders representing Cambodia in regional environmental justice platforms, the year of 2025 showed that when knowledge meets opportunity, leadership flourishes.

Third, our investment in quality education and local life skills reached new milestones. Teachers adopted innovative methodologies, schools strengthened digital learning environments, and thousands of out-of-school children returned to classrooms. The transformation we observed was not only in students' learning outcomes but also in teachers' confidence and community engagement.

At the same time, with our deliberate purpose to proactively and effectively adapt our way of working to evolving programme and funding landscape, we proudly overcome two major challenges. One is our organizational restructuring process. While necessary to strengthen our long-term effectiveness and alignment with ActionAid's global strategy, the restructuring required significant internal adjustment for staff, partners, and systems. It demanded flexibility, patience, and strong teamwork as roles evolved; workflows changed, and we redefined how we collaborate internally and externally. Despite these internal transitions, our teams remained committed to delivering quality programmes and maintaining close relationships with communities and partners.

Second, the border conflict created operational disruptions, security risks, and displacement of communities we work with.

As we move forward, we carry the lessons of 2025 with renewed determination. The courage of community leaders, teachers, youth activists, and women workers inspires us to continue pushing for a Cambodia where public services are equitable, natural resources are protected, and every person can live with dignity. We will also further invest in partner leadership, strengthened community networks such as Community Fisheries and women's groups, and embraced digital tools for education, advocacy, and communication.

Our approach remained grounded in a human rights-based and feminist analysis, ensuring that women, youth, and the most excluded were not only beneficiaries but leaders of change.

I extend my deepest gratitude to our partners, donors, communities, and dedicated staff who made this work possible. Together, we are not only responding to today's challenges, but we are also shaping a more just and resilient future.

ACRONYMS

AAC	ActionAid Cambodia
AICHR	ASEAN Intergovernmental Commission for Human Rights
Anti-SLAPP	Anti- Strategic Lawsuits Against Public Participation
ASEAN	Association of Southeast Asian Nations
CFis	Community Fisheries
CPAs	Community Protected Areas
CS	Child Sponsorship
CSO	Civil Society Organisations
FPIC	Free, Prior, and Informed Consent
GEDSI	Gender Equality, Disability, and Social Inclusion
LRPs	Local Rights Programmes
MoEYS	Ministry of Education, Youth and Sport
SCAEG	Strengthening CSOs to Take Action on Economic Governance
WASH	Water, sanitation and hygiene



ABOUT ACTIONAID CAMBODIA

ActionAid Cambodia (AAC) is both a catalyst and a contributor to social change processes. AAC envisages that Cambodians, especially women and young people, will be participating equitably at all levels to influence and achieve social, economic and climate justice that improves their quality of life through the just redistribution of resources, sustainable livelihoods, and access to free quality public services. We work with the poorest and most excluded men, women and children in Cambodia, making long-term commitments to advance their human rights and transform the world in which their children grow.

Vision: A just, equitable and sustainable world in which every person enjoys the rights to a life of dignity, prosperity, and freedom.

Mission: To achieve social justice, gender equality and equity, and resilient livelihoods by working with people living in poverty and exclusion, their communities, people's organizations, activists, social movements, supporters and duty bearers.

Value:



Mutual
respect



Equity
and justice



Integrity



Solidarity
with people



Independence



Courage of
conviction



Humility

Country Strategic Paper 2023-2027

The country strategy for 2023-2027 sets out how AAC will continue to adopt a human rights based approach, underpinned with intersectional feminist analysis and leadership principles to ensure equal participation in decision-making processes at all levels, and that the voices of women and young people are influencing discussions related to climate change adaptation and disaster risk reduction, resource distribution, tax revenue transparency and gender-responsive public service provision, agroecology and natural resource management and the achievement of sustainable livelihoods for smallholder farmers and fisherfolk in Cambodia.



EXECUTIVE SUMMARY

In 2025, AAC continued to advance social justice, gender equality, and resilient communities, reaching thousands of women, men, and children at geographical areas at five provinces one Municipality and project implementation at other eleven provinces across Cambodia. Through integrated programming and strong partnerships with Local Right Program Partners, government, civil society, and local communities, the organization delivered impactful results across three strategic thematic areas: climate change and resilience building; quality education, technology, and life skills; and resourcing for gender-responsive public services.

AAC's campaigns and advocacy efforts reached a total of 18,382 people, including 3,104 women (17%), 12,727 children (67%), and 2,551 men (14%), amplifying awareness and mobilizing communities around key development and rights-based issues. In parallel, humanitarian responses supported 34,732 people, with a strong focus on vulnerable populations, including 13,708 women (39%), 11,380 children (33%), and 9,644 men (28%), ensuring timely and inclusive support during crises.

Emergency response remains a core pillar of AAC's work. In response to the Cambodia–Thailand border conflict, AAC provided urgent humanitarian assistance to 9,180 displaced households in Oddar Meanchey, Koh Kong, and Pursat provinces. In coordination with partners and local authorities, affected families received essential food supplies, non-food items, sanitation kits, and emergency cash support. AAC strengthened WASH services through the installation of 6 water tanks and 6 toilet water tanks, and supported continuity of education by providing materials to 2 temporary learning centers, ensuring children continued learning despite displacement.

Under climate change and resilience building, the organization strengthened the capacity of 34 community fisheries and community protected area at coastal, 24 community forestry, 4 groups of women champion networks, agriculture production groups, and youth groups. Through community-based disaster risk reduction, climate-resilient and adaptation livelihoods, and natural resource management, households improved their adaptive capacity and income security. Women's leadership in climate action was promoted, enabling greater participation in decision-making and local governance processes, and contributing to more sustainable and inclusive resilience outcomes.

In the area of quality education, technology, and resilient life skills, AAC promoted equitable access to learning opportunities and future-ready skills. A total of 3,742 children were directly targeted through empowerment activities, equipping them with critical life skills, digital literacy, and confidence to engage in their communities. Teachers and schools were supported to adopt inclusive and technology-enabled learning approaches, while young people benefited from programs that strengthened leadership, creativity, and employability.

Through its work on resourcing for gender-responsive public services, AAC enhanced accountability and inclusivity in public services through local governance. The organization supported gender-responsive budgeting and increased citizen participation, women's engagement in local planning and decision-making processes in climate change and public services. These efforts contributed to more equitable allocation of public resources and improved access to essential services for marginalized groups.

Across all thematic areas, AAC embedded cross-cutting priorities, including women's leadership, youth empowerment, human rights-based approaches, and inclusion of marginalized communities. Collaboration with government institutions, local partners, and development actors strengthened the reach, sustainability, and impact of its programs.

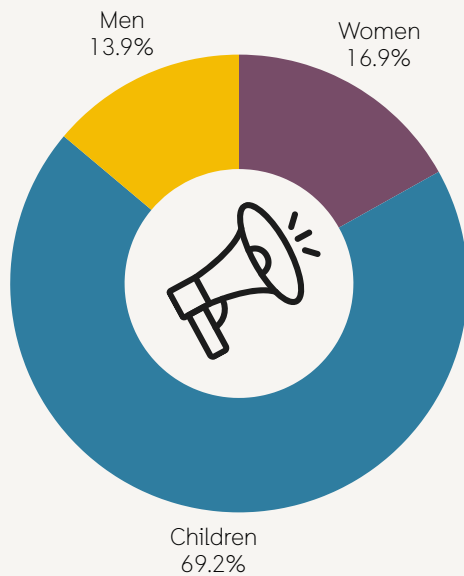
Despite ongoing challenges such as climate uncertainty and resource constraints, the organization demonstrated resilience, innovation, and a strong commitment to community-driven development. Lessons learned underscored the importance of local ownership, integrated programming, and sustained investment in women and youth.

AAC remains committed to scaling successful human rights-based approach, deepening equal partnerships, and advancing climate justice, quality education, and gender transformative; ensuring that communities, especially women and young people, remain at the center of inclusive and sustainable development.

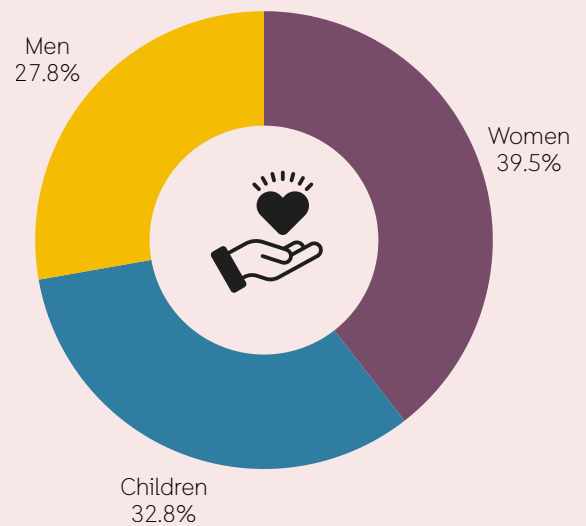
2025

AT A GLANCE

Total campaign reach in Local Rights Programme

18,382

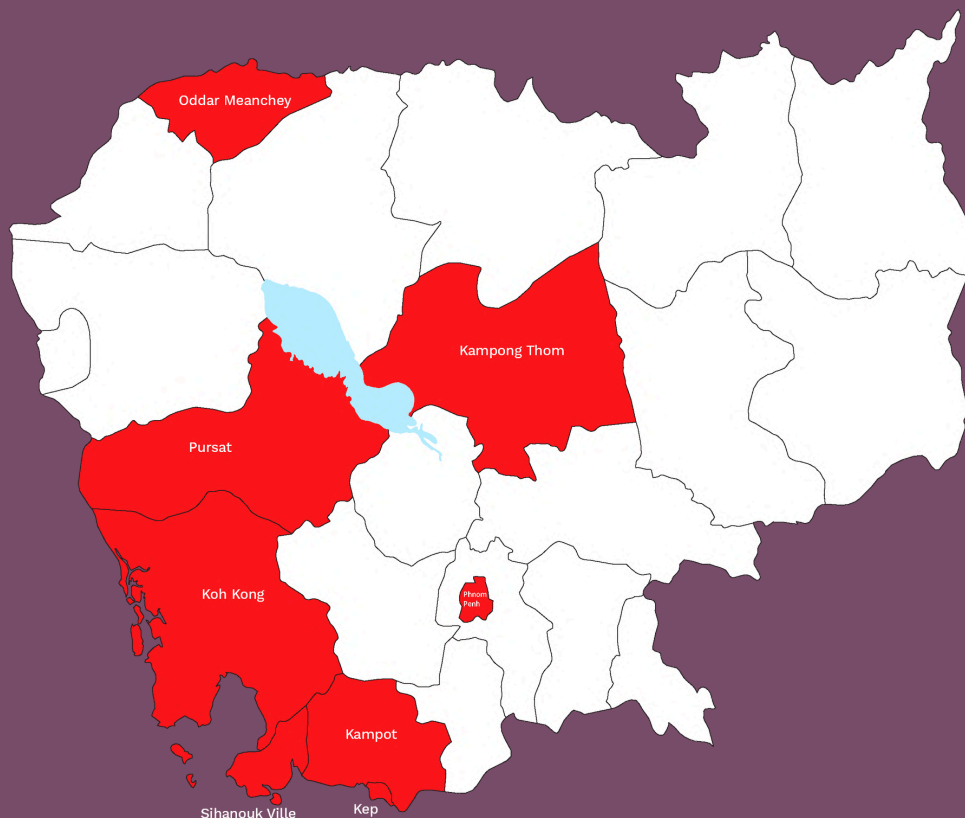
Total humanitarian reach

34,732

Total children targeted by empowerment activities

3,742

Where we work



Displaced by the Cambodia–Thailand border conflict, families at the displacement site accessed to clean water through water tanks supported by ActionAid Cambodia and CTO, helping them meet essential daily needs with dignity.



RESPONSE TO BORDER CONFLICT

Emergency response is a core identity among other programmes of AAC.

In 2025, AAC delivered urgent relief assistance to mass households displaced by the border armed conflict between Cambodia and Thailand. In collaboration with partners and local authorities, displaced families in Oddar Meanchey, Koh Kong, and Pursat provinces received lifesaving support, including food supplies, essential non-food items, sanitation kits, and emergency cash assistance.

AAC also addressed urgent gaps in WASH and ensured continuity of education for displaced children through learning support in displacement sites.



9180

Households reached



06

Toilet water tanks installed



02

Temporary learning centers were supplied with learning materials.



06

Water tank installed

Khea Savinh, 43, was among the many displaced people who received emergency food, hygiene supplies, and cash assistance to help maintain dignity and safety at the displacement site.

"This package (will) sustains me for a while. There are many useful items in it, and I am especially thankful that it also includes cash".



As a Woman Champion supported by UN Women and UNEP, she is growing her business, strengthening her livelihood, and inspiring a more resilient community.



THEMATIC 1

CLIMATE CHANGE AND RESILIENCE BUILDING

Partnership to Act on Climate Change and Environmental Protection

The Cambodia youth-led initiative strengthened youth leadership and environmental advocacy through storytelling, environmental education, and regional policy engagement. Youth champions shared inspiring videos to motivate their peers to take action on environmental protection, while training programmes increased young people's knowledge, leadership, and facilitation skills, empowering them to lead community initiatives such as waste management, tree planting, sustainable livelihood promotion, and climate awareness campaigns. At the regional level, Cambodian youth, together with partners from Indonesia and other ASEAN countries, contributed to the development and advocacy of a policy brief promoting the ASEAN Declaration on the Right to a Safe, Clean, Healthy, and Sustainable Environment, with recommendations on environmental rights, youth participation, Indigenous Peoples' rights, gender equality, and protection for environmental defenders. The initiative had reached 3.7 million young people across Southeast Asia, established 233 Youth-for-SDGs groups in 208 schools and universities, empowered 143 youth leaders, and strengthened collaboration among 34 civil society organizations, government institutions, media, and local communities to influence environmental and climate justice policies. Advocacy efforts successfully contributed to the inclusion of key environmental justice priorities in the Joint Statement of the ASEAN Civil Society Conference/ASEAN People's Forum 2025. The initiative also demonstrated tangible leadership outcomes through young advocates such as Dam So Srei Neang from Kampong Chhnang, who represented Cambodian youth in regional policy dialogues and championed the rights of vulnerable communities affected by climate change, highlighting the programme's successful "From Learning to Leading" approach.



Strengthening CSOs to Take Action on Economic Governance

The project made significant progress in strengthening civic space and community-led environmental governance despite ongoing challenges related to restricted civic participation, limited access to development information, and inadequate knowledge of legal and policy frameworks.

The project empowered 34 Community Fisheries (CFis) and Community Protected Areas (CPAs) to play stronger advocacy roles through capacity building, policy dialogues, and the establishment of provincial and cross-provincial CFi networks. Public awareness on coastal governance and natural resource management expanded substantially through radio programmes, social media campaigns, and community events, reaching more than 365,000 people and increasing public support for CSO-led advocacy. Key achievements included the successful enforcement of an industrial pollution accountability case, formalization of CFi networks, improved legal knowledge and confidence among community representatives, particularly women and youth, and stronger collaboration with local authorities.

CSOs and CFi networks also contributed to fisheries policy reform by providing evidence-based recommendations to the new Fisheries Law and related regulatory instruments through structured consultations with government and development partners. Furthermore, community voices were amplified across national, regional, and international platforms, where 13 advocacy demands were formally presented to decision-makers, strengthening accountability mechanisms and advancing more inclusive, transparent, and sustainable coastal governance in Cambodia.



Women-led alternatives to climate change in Cambodia

The project successfully expanded its reach 100 WNC by recruiting and selecting 33 new Women Champion Network (WCN) members across Pursat and Kampong Thom Provinces. These members received formally acknowledge from local Sangkat and Commune authorities.

The 29 new candidates selected as Women Champion Network members in Kampong Thom Province successfully completed a three-day training on gender-responsive public services, climate change resilience, and disaster risk reduction (DRR).

The 58 WCN have improved the communication and sharing through the quarterly meeting reflection on progress achievements, challenges, and the upcoming work plan and through social media communication platform Telegram group. Saving Group that formed by WNCs has been strengthening through the regular meeting under supported and facilitated by COFAP.

Few of WNC in from Kampong Cheng Cheung Commune attended a Commune Council monthly meeting and provided opportunity for them to learn and aware of the agenda of the commune management and governance. They exposed to cooperation in the monthly planning in raising awareness and supporting with local authorities to ensure the well collaboration in addressing the DRR.



Promoting Gender-Responsive Climate Resilient Livelihoods

One WCN group of 12 members in Bokor City has developed a Business Terms of Reference (ToR) for their business concept. In comparison, another 69 WCN members have strengthened their knowledge and capacity in renewable energy and other low-carbon technologies and have gained improved access to private-sector actors, service providers, financial institutions, and green energy initiatives. 69 WCN members actively joined project activities, enhancing their knowledge and skills in business development that incorporates renewable energy and other low-carbon technologies.

69 of the 100 recruited WCNs joined a consultation meeting aimed at strengthening partnerships between WCN producer groups, financial institutions, private sector actors, and green energy service providers. In conclusion, the business needs have been discussed including legal and financial registration and explored solutions like eco-friendly stoves and solar systems for seafood processing, while exchanging contacts for further support. Furthermore, WCN members are well-equipped and know how to reach service providers that can meet their business needs.

Three quarterly meetings were held with 90 WCN members from Kampot and Koh Kong to review progress, address business and field challenges, identify new business ideas, and outline upgrades for existing WCN businesses. As a result, WCN members are given ongoing opportunities to share updates, reflect on their progress and challenges, and plan their next steps. This process helps enhance their access to knowledge and strengthens their skills in entrepreneurship and related business services.





With access to education and a supportive learning environment, students can build brighter futures for themselves and their communities.

THEMATIC 2

QUALITY EDUCATION, TECHNOLOGY, AND RESILIENT LIFE SKILLS

**115**

school supported

**600+**

teachers trained

**5,790**out-of-school
children supported**1**

new school building built

10

refurbished

In Cambodia, while the Ministry of Education, Youth and Sport (MoEYS) has prioritized education quality reform at all levels, especially on shaping the standard school and teacher's capacity enhancement in its Education Strategic Plan 2024-2028, significant barriers remain at all levels especially the grassroots level.

Also, despite clear mandates, a "digital and skills divide" persists, students in rural areas often lack the 21st-century skills (critical thinking, digital literacy) needed for the modern job market because Local Life Skills and ICT curricula are frequently under-delivered or treated as non-essential.

Contributing to addressing the educational issue, AAC and our implementing partners have extended our efforts to:

- Promoted quality education, improve teaching and learning quality through reinforcing the local life skill implementation and introducing the digital education integration to at least 150 schools in 2025. To promote local life skill education, we support:

- Developed Teacher's capacity which mainly focuses on new teaching methodology adapting the 21st-century skills incorporate with digital education. This has been done through a series of comprehensive training, ongoing coaching and mentoring to ensure those trained teachers have capacity to provide a quality teaching methodology to their students. In 2025, we trained more than **600 teachers** across 5 target provinces.
- Enhanced school capacity to ensure the sustainability of their good practice by having better capacity to improve teaching and learning activities through better access to equipment and materials.
- Improved access to digital education: We were able to continue our support to 115 target schools with some necessary materials including digital equipment (computers, LCD, smart TV, WIFI connection, printer and a lot of other materials).
- **Supported out of school children to access schooling.** This is to reduce the barrier of out of school children through direct essential support via in-kind and scholarship support to the identified out of school children in our target areas. We were able to provide in-kind support to **5790** out of school children and among that 1864 received scholarship support so that they can enroll in school.
- **Expanded Learning spaces:** We managed to expand access to safe and quality learning spaces for students through the support with construction of **1 new school building** complied with MoEYS's standard located in Pursat province and improve **infrastructure refurbishment of 10 schools** across 5 provinces.
- **Facilitated the public awareness session on education related matters:** Through organizing public education forum, community awareness raising, and enrolment campaign. These are effective platforms for bringing education discussion with all stakeholders, to provoke community understanding and to earn the contribution to support education quality enhancement for the benefit of our children.
- **Set up local life skill technical team:** Each group consists of Provincial Department of Education, District Office of Education and model teachers in each province. The group in all target provinces with comprehensive capacity development and supporting mechanisms to enable them to actively perform their supportive role to target schools in each province through coaching, mentoring and close monitoring on the local life skill implementation to improve quality education. This technical group will ensure effective function of local life skill implementation in target schools through school monitoring, coaching and training to teachers.
- **Worked with education networks** to provoke evident building through initiatives on action research on education financing aiming to advocate for the better policy implementation in education sector.

Well-trained teachers reported personal growth, increased confidence, and satisfaction in observing positive changes in their students adopting a new learning approach from local life skills. The innovative teaching methodology influences their overall teaching approaches which they can also apply to other subjects besides LLS.

Students enjoy learning LLS subject and have shown their class improvement via confidence increase, dare to express and improve their teamwork and research skills. Students enjoy teamwork and new exciting activities, and this really benefits their soft skills development, which results in good learning performance.

Improving teaching quality and supporting local life skills implementation together with enhancing digital education in target schools will continue to benefit on student's learning outcomes and reduce the risk of students dropping out.





By actively participating in commune budget planning, women are helping ensure local decisions reflect community priorities and promote more inclusive development.

THEMATIC 3

RESOURCING FOR GENDER RESPONSIVE PUBLIC SERVICES



118

local authorities and
community representatives
trained on gender-
responsive budgeting



2,337

women workers
reached through
advocacy and social
dialogue activities.



27

Communes
Supported gender-
responsive budgeting and
public service delivery

- Gender Responsive Public Service Capacity Building:** AAC worked with Ministry of Women's Affairs and Nati the Ministry of Women's Affairs and the National School of Local Administration of the Ministry of Interior to provide capacity building to local authorities, service providers, and the community on Gender Responsive Public Service linkage with the school of Local Administration of Ministry of Interior provide capacity building to local authority, service providers and community on Gender Responsive Public Service linkage with Commune Budget. AAC working with our local partners to promote gender equality and eliminate gender gaps by ensuring that women, men and vulnerable groups have equal access to quality public services. The trainings strengthen the efficiency of public service delivery and support sustaina e of commune anschools the Ministry of Women's Affairs and the National School of Local Administration of the Ministry of Interior to provide capacity building to local authorities, service providers, and the community on the linkage between Gender Responsive Public Service and the gets through resource mobilization and gender-responsive budgeting in 27 communes related to health care and school in 3 provinces. A total of 118 participants increased their knowledge from 60% to 87%. Additionally, the participants had the opportunities to participate in the commune meetings and rise their concerns to improve public service and commune budget allocation and monitoring.

- National Public Forum on Strengthening the Efficiency of Budget Implementation Policies and Mechanisms:** AAC worked with local right programme partners and Civil Society Organisations s Budget Working Group to conduct this forum. This event brought together 88 participants (including 32 women one female person with disability) from civil society, the public sector, and development agencies, including the representatives from Ministry of Economic and Finance, Ministry of Interior, National Committee for Sub-National Democratic Development. AAC promotes effective public service management, thoughtful budget allocation to priority sectors and stronger citizen participation in local development. This initiative supports commune budgets that are responsive to gender and climate change, especially for women, children, and vulnerable groups.
- Global Week of Climate Action:** AAC worked with Local Rights Programme partners in Kampot to celebrate the Global Week of Climate Action: "Enhancing Women's participation for Climate Justice" as part of the #FundOurFuture Campaign. This event engaged 154 participants, strengthened their understanding of a just transition in Agriculture through Agroecology, promotes shift away from harmful industrial farming practices. The event also called for Invest in agroecology to ensure climate resilience, food sovereignty, and dignity for smallholder farmers, especially women and youth. This campaign highlighted the gaps in policy and financial support, which often favor industrial agriculture through subsidies and research funding the discussion covered on integrating climate change priorities into the commune budget, including support for women's agroecology products and small-scale, climate-resilient business. Women Champions were encouraged to raise their voices in decision-making process and lead community education on agroecology and disaster risk reduction. Additionally, it called for governments to align agricultural, environmental, and social policies to support agroecology by redirecting subsidies, strengthening land tenure rights, and promoting local food system.
- Enhanced the participation of Women Workers in Social Dialogue:** AAC promotes meaningful engagement and leadership of women workers in social dialogue. The active participation of labour union women leaders and workers in discussion on the participatory advocacy study and evidence-based research helped them gain a deeper understanding of the fundamental issues in both formal and informal economic sector. A total of **100** women core group members were selected and trained to strengthen their knowledge, skills, and experience in campaigning, advocacy and solidarity movements. The trade unions and workers played a key role in improving women workers' employment conditions. The women core group members conduct the echo-session to the sub-group workers. The women core group members participate in many activities such as quarterly meeting, Worker Forums (including the 16 Days of Activism to End Violence Against Women and Girls, International Youth Day, May Day), Worker Talk Show, and social media campaigns. They also facilitated case to discuss with employers and policy makers, engaged in community outreach, and provided crisis and emergency support for basic needs. Overall, these initiatives reached 2337 people who are women garment workers, service providers, gas station workers, entertainment workers, street vendors, tuk-tuk driver and transportation workers, waste pickers, domestic workers and relevant stakeholder and private sector from 12 factories and 29 service workplaces located in Phnom Penh, Kampong Spue and Kandal province.

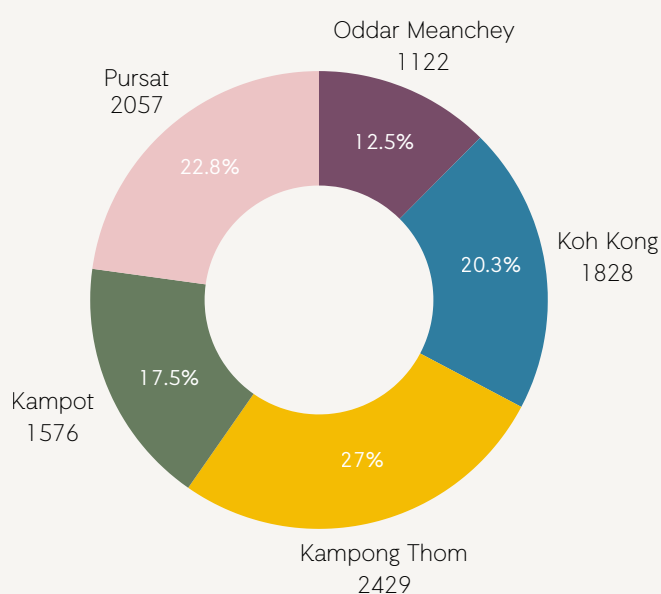


Through child sponsorship, children and their families gain access to opportunities that support education, well-being, and brighter futures, creating lasting change for entire communities.

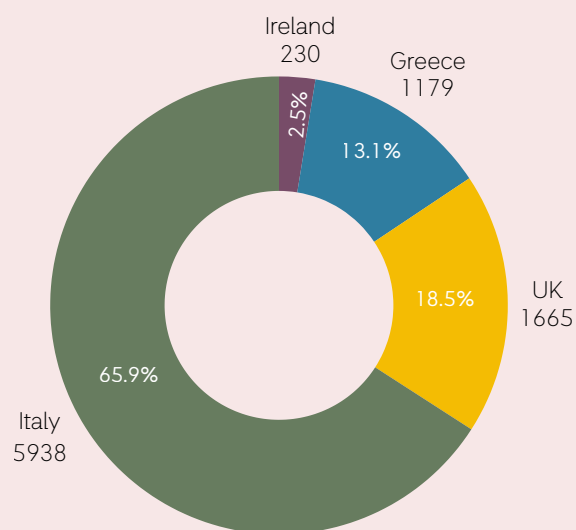


CHILD SPONSORSHIP PROGRAMME

Child Sponsorship Links by Province



Child Sponsorship Links by Funding Affiliate



Our Child Sponsorship (CS) model remains a strategic pillar of AAC. In 2025, we successfully transitioned our Child Sponsorship offering to further align with the Country Strategy, ensuring the programs funding by CS serve as a sustainable engine for community transformation. Based on the pie chart, we are also proud to report a total

retention of 9,012 active child links in 2025, comprising 4,912 girls equally to 54.4% of the total links across our five Local Rights Programmes (LRPs), a significant growth over our 2024 figures. It also highlights the significant child links contributions from our four key funding affiliates, including Italy, United Kingdom, Greece and Ireland with Italy leading for the majority of the child links in 2025.



The 2025 border conflict also presented significant operational hurdles, leading to the temporary displacement of families including children and heightened security risks for us including partners and communities. However, through deep collaboration with local partners and relevant stakeholders, our teams and local partners demonstrated exceptional resilience, adapting to security constraints to ensure continuity of care and intervention.

Moving forward into 2026, our priority remains the delivery of high-quality Child Sponsorship communication packs to sponsors, transparent programming that centers the safety and empowerment of children and communities in most vulnerable areas.

CASE STUDIES

Strengthening The Community Leader Effectively Towards Sustainable Natural Resource Management



Sopheak Nuon is 40 years old, living with his two children and his wife in a village in Kep province which is one among other coastal area. Sopheak is the Community Fishery (CFi) Leader of the Okrasa. His role is to manage, protect, conserve, and restore the community's fishery domain, biodiversity, and mangrove forests.

The authorities were not fond of the community at first, but with hard work, commitment and long standing with the community, they have built a closer relationship with each other.

Sopheak works very hard to strengthen, unite the Community Fishery, and build trust and collaboration with the authorities. For example, previously, only 3 CFi management committee members were active. Under the leadership of Sopheak, he could mobilize up to 7 management committee members. Sopheak trains his committee members on report writing and other capacity-building. Additionally, he communicates and invites authorities to join his CFi's activities and engages in monthly meetings organized by the local authorities. These are the key actions to earn trust and collaboration from the authorities. These are the key actions to earn trust and collaboration from the authorities.

Sopheak increases his confidence, technical knowledge, and strategy through coaching, capacity building, and networking provided and coordinated by the Children and Women Development in Cambodia (CWDCC). CWDCC is a grounded-based partner organization of AAC implementing the project called "Strengthening CSOs to Take Action on Economic Governance (SCAEG)". Under this project, CWDCC coordinated a variety of training programs on laws, advocacy, participatory action research, and QGIS mapping. After the training, CWDCC also conducts regular outreach meetings to support and engage with community members.

CASE STUDIES



Furthermore, CWDCC established the Kep Community Fishery Network, which Okrasa Community Fishery is a member. This network plays an important role in creating a platform for the CFI members to share lessons learnt, information, capacity building training, initiate an advocacy agenda, and build community resilience.

Previously, the community had limited understanding regarding management skills, roles, and responsibilities.

Due to the limited function of the community's fishery, mangrove forests were being cut down, and illegal fishing with electric fishing tools and trawling nets were increased. Community members weren't even aware of these harmful activities.

Now, they're not only aware of these issues but also actively report the illegal cases to the CFI management committee and local authorities for intervention. According to Sopheak, 50% of the community now understands the importance of CFI and their roles.

In 2022, there was a case where the community members' rights were restricted by a private property investment project. The investment project built a bridge in the community for their own business benefits. Thus, the members of Okrasa Community Fishery faced access restrictions and difficulty in eco tourist development. Sopheak worked with his team and CWDCC to report this case to relevant authorities to address the issue. The investment project had handed over the bridge management to the community, and they can fully access it. Sopheak is planning to expand the bridge and build more huts to attract more visitors.

With enthusiasm, Sopheak stated, *"We're determined to develop this community into a vibrant eco-tourism location"*.

SCAEG project support has led to several positive changes: There has been an improvement in collaboration and support from local authorities. Stronger relationships and networking with relevant government departments, increased community participation, and engagement in project activities.

A significant shift in mindset among community fishers, and many have stopped illegal fishing practices and are now actively involved in project initiatives like patrolling and conservation. Community members' knowledge and skills are enhanced. Building effective networks and advocacy platforms is a key aspect that the project SCAEG is proud of.

Sopheak suggested, *"The NGO partners and local authorities continue supporting the community through capacity training to strengthen their roles as a management committee and enhance knowledge on human rights, information sharing, and law. We also need support on building community infrastructure such as bathrooms and bridges."*

Sopheak expressed his commitment to protecting the natural resources in his community, *"Even if I am no longer a leader of the community, I will continue to contribute to the conservation of the community because we live in this community. It is very important not just to me but to all families here. We must work together to sustain and foster our community."*



CASE STUDIES

How Peer-to-Peer Coaching Strengthened Teaching Practice



Phorn Sothyda, a Grade 6 teacher at Mneang Primary School in Koh Kong Province, has been teaching for more than ten years. Reflecting on her experience, she shared that she was first introduced to the Local Life Skills (LLS) programme at the beginning of her teaching career back in 2010.

“At that time, I understood the topics, but I was not clear about the teaching methods and the steps,” she explained. “So, I could only integrate some Life Skills topics briefly during my regular lessons.”

Without confidence in the methodology and process structure, she felt it was complicated to fully implement the six-step approach to delivering the LLS curriculum.

Over time, Mneang Primary School became one of the target schools supported by Mlub Prumviheathor Center (MPC), an organization implementing an education program with technical support from ActionAid Cambodia. Through this support, new and more creative teaching and learning methodologies were introduced to help teachers implement the LLS programme more effectively and to encourage stronger interaction between students and their communities.

In 2025, through the Cambodia Consortium for Out-of-School Children (CCOSC) project, MPC once again coordinated and supported LLS training for 19 target schools, including Mneang Primary School, where Sothyda had the opportunity to participate in the training again. Although the training courses were facilitated by trainers from the Ministry of Education, Youth and Sports, Sothyda still felt unsure about how to apply the full LLS process in practice, as there were many other teachers in the class.

CASE STUDIES



"Now my students can confidently present their work, and the community admires them. Even the school director now fully supports the LLS programme."

The change extended beyond the classroom. The school director, who was not so sure about the LLS programme, now provides stronger support to Teacher Sothyda and has a clearer understanding of how the LLS programme works, including giving students opportunities to present their research during school meetings. Other teachers and community members have also admired the results and expressed interest in improving their own capacity to teach the LLS programme.

After the training, she also received close coaching and follow-up support from a well-trained teacher named Thavy, a teacher from Chroy Primary School who had been trained under the LLS programme with MPC's support and had successful experience in implementing LLS. *"Having another teacher as a coach has made a difference. I could ask questions freely, and the coach understood my school and community because we have a similar context."*

Motivated by visiting other schools that had successfully applied the LLS approach, Sothyda decided to fully implement the programme in her class.

"When I saw that other schools could do it, I believed that I could do it too," she said.

She began with simple and familiar topics for her class, such as hygiene practices and the impacts of dropping out of school, which were easy for students to understand and explore. Along the way, if she got stuck on any step, she would seek support and guidance from her peer coach.

She also actively involved community members, especially students' parents, by simply inviting them to join interviews and discussions.

As a result, positive changes were clearly seen among students. They became more confident in expressing their ideas, worked better as a team, and interacted more with their community. With Sothyda's guidance, students were even able to document their learning by creating a simple book on LLS topics.



CASE STUDIES

Empowering Women Workers through Social Protection and Decent Work



In Phnom Penh, **Mrs. Chem Sophy**, a 38-year-old garment factory worker and mother of two, represents the quiet transformation taking place among women workers in Cambodia's garment sector. Through engagement with the Cambodian Alliance of Trade Unions (CATU) under the AAC project Enhancing Inclusive Social Protection and Decent Work for Women Workers in Cambodia, Mrs. Sophy's experience highlights how access to knowledge, advocacy, and collective action can improve both working conditions and personal empowerment.

Mrs. Sophy first learned about the project through a CATU core group member. While she personally had a supportive supervisor, she witnessed many colleagues facing excessive productivity demands, including being denied basic rights such as restroom breaks due to unrealistic targets imposed by other managers.

After joining CATU activities, she began participating in campaigns and advocacy events, including International Women's Rights Day celebrations at Freedom Park. Through regular training sessions, she gained knowledge in social protection systems, occupational safety and health, The National Social Security Fund, Decent work conditions, Labor rights,

and legal entitlements.

These trainings strengthened her confidence and enabled her to become a peer educator, sharing knowledge with fellow workers, and helping them address workplace challenges.

Reflecting on the situation three years prior, Mrs. Sophy observed noticeable cultural shifts in her factory. Supervisors have become more respectful, and the use of offensive language has declined. She attributes this progress to continuous advocacy by CATU core group members and union leaders engaging both workers and management.

More than half of the CATU-affiliated workers in her factory have received direct support. The factory now provides improved health services, including hospital referrals. Workers receive overtime pay at \$1 per hour and \$2 per hour after 8:00 PM. Mrs. Sophy also applies OSH practices learned from training to protect her health and prevent injuries at work.

She has also spoken publicly during campaigns and discussions on worker issues, demonstrating her growing confidence:

"I'm not afraid of the authorities since I'm just trying to request better working conditions. I shouldn't be afraid; I have the right to do it."

Mrs. Sophy expressed optimism that these positive changes will be sustained and encouraged CATU and partners to continue expanding training to reach more workers across the sector.

Mrs. Sophy's story demonstrates how inclusive social protection initiatives and decent work advocacy can lead to tangible improvements in workplace conditions while fostering personal empowerment among women workers. Her journey reflects the broader impact of sustained collaboration between unions, civil society organizations, and workers in advancing rights and dignity within Cambodia's garment industry.

CASE STUDIES

Changing Women's Attitudes and Knowledge Through Capacity Building and Participation in Commune Council Meetings



In Kampong Chin Cheung Commune, a rural commune in Stoung District, women's participation in local governance has traditionally been limited by social norms, lack of information, and low confidence. Through the Women-Led Alternatives to Climate Change in Cambodia (WLACC) project, supported by AAC and implemented by COFAP, this is beginning to change.

As part of the project, 29 outstanding women from five communes across Kampong Thom province participated in a three-day training on Gender-Responsive Public Services and Commune Budgeting for Disaster Risk Reduction and Climate Change in late 2025.

One of the participants, **Ms. Rin Ros**, 43, shared how the training transformed her understanding of her role in the community. *"Before the project, I had never learned about gender, gender roles, climate change, disaster risk reduction, or the commune council meetings. I thought these were matters for men or highly educated people."*

Through the training, Ms. Rin Ros gained knowledge on Gender and Gender Roles, Climate change and disaster risk reduction, Gender-responsive public services, Commune budgeting processes, and the purpose and structure of monthly Commune Council meetings. Empowered by this knowledge, she was selected by the Women Champion Network of her commune to attend the December 2025 Commune Council meeting as a representative. This experience marked a turning point.

"Now I understand how the commune council meetings work. I am able to share information from the women's network with the council and bring information back to my community."

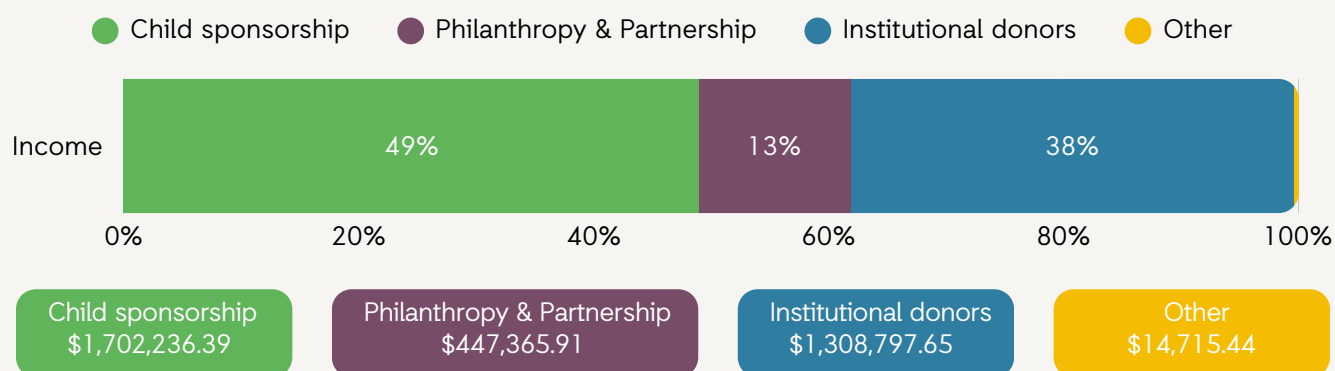
Her participation challenged long-held beliefs that governance spaces are reserved for men. She now actively shares her knowledge with teachers and community members, encouraging broader understanding and engagement. While Ms. Rin Ros acknowledges that she still needs to strengthen her communication and coordination skills, her journey reflects a significant shift in confidence, awareness, and civic participation among women in her commune.

Rin Ros's story illustrates how targeted capacity building can transform women's perceptions of their roles in local governance. Through knowledge, participation, and collective support, women are beginning to claim their space in decision-making processes that affect their communities, contributing to more inclusive and gender-responsive local governance in Cambodia.

ANNUAL FINANCIAL REPORT

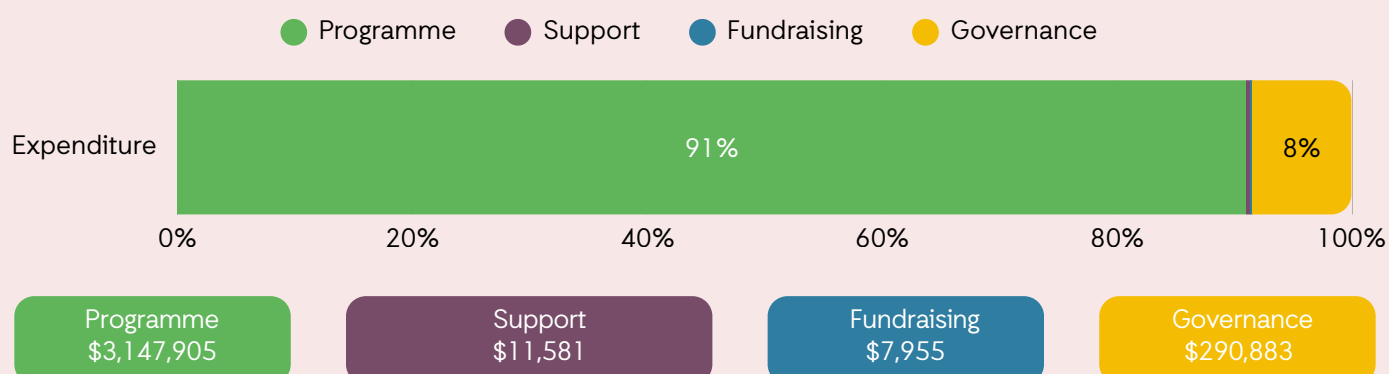
Income by source

Total: \$3,473,115



Expenditure

Total: \$3,458,324



WAY FOWARDS

As we move forward into the next implementation period, ActionAid Cambodia will continue strengthening its role as a rights-based and movement-driven organization that supports long-term systemic change for communities, particularly women, youth, workers, farmers, and climate-vulnerable populations.

Building on the progress and lessons from 2025–2026, the country programme will prioritize deeper integration across thematic areas, ensuring that climate resilience, gender justice, education, livelihoods, and public service advocacy are increasingly interconnected rather than implemented in isolation. Greater emphasis will be placed on collaborative programming, joint advocacy, and community-led approaches that strengthen local ownership and sustainability.

In the area of climate justice and resilient livelihoods, the programme will continue supporting agroecological transition and community resilience through strengthened partnerships, knowledge sharing, and localized adaptation practices. Future interventions will focus not only on technical capacity development, but also on improving community participation, sustainability, and linkages with broader national and regional climate justice movements.

ActionAid Cambodia will also continue advancing gender-responsive public services and women's rights by supporting campaigns, awareness raising, solidarity actions, and engagement with workers' and social movements. Particular attention will be given to strengthening collaboration with networks, civil society actors, and relevant stakeholders to amplify collective advocacy efforts and ensure that marginalized voices are represented in decision-making spaces.

In education and resilient livelihoods, the programme aims to further expand relevant and inclusive learning opportunities, particularly in digital literacy, ICT skills, and locally responsive teaching methodologies. Efforts will continue to strengthen the capacity of schools, communities, and young people to adapt to changing social and economic contexts while promoting equitable access to learning opportunities.

Internally, the country programme recognizes the importance of strengthening organizational systems, learning culture, and partnership approaches. Going forward, greater efforts will be made to reinforce Human Rights-Based Approaches (HRBA), feminist leadership principles, accountability mechanisms, cross-team collaboration, and evidence-based planning. The programme will also continue investing in stronger documentation, learning, and impact capturing processes to support adaptive management and demonstrate programme contributions more effectively.

Despite evolving operational and funding challenges, ActionAid Cambodia remains committed to working alongside communities, partners, movements, and stakeholders to advance social justice, resilience, and transformative change. The organization will continue seeking opportunities for innovation, partnership building, and strategic resource mobilization to ensure the sustainability and long-term impact of its work.

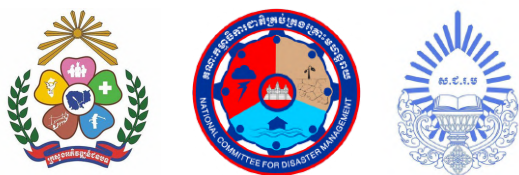
PARTNERS AND DONORS

We thank our local partners, government counterparts, communities, donors and supporters whose collaboration and commitment made these achievements possible.

Local Partners



Government Counterpart



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