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Report

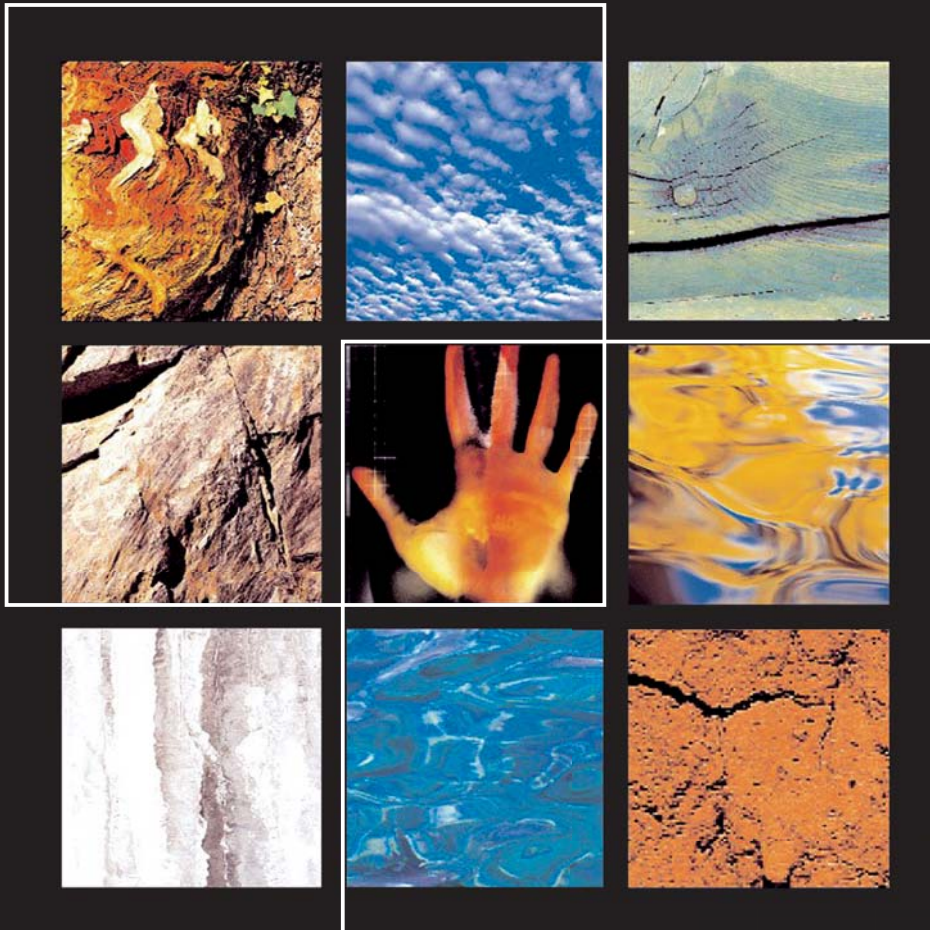
Project launch workshop 5-6 May 2005



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Indigenous and Tribal Peoples

Fundamental Principles and Rights

Peuples indigènes et tribaux

Principes et droits fondamentaux

Pueblos indígenas y tribales

Principios y derechos fundamentales



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Rights based approach to indigenous peoples
development in Cambodia.



International Labour Organization

Final Report

Rights based approach to indigenous peoples
development in Cambodia

Project Launch Workshop



Phnom Penh, 5-6 May 2005

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Annexes

List Of Acronyms

CAS	Center for Advanced Study
CLEC	Community Legal Education Center
CLJR	Council for Legal and Judicial Reform
CoM	Office of the Council of Ministers
CTA	Chief Technical Advisor
DEMD	Department for Ethnic Minority Development
ILO	International Labour Organization
ITP	Indigenous and Tribal Peoples
IMC	Inter-Ministerial Committee for Highland Peoples' Development
MRD	Ministry of Rural Development
MEYS	Ministry of Education, Youths, and Sports
MAFF	Ministry of Agriculture, Forestry and Fishery
MoE	Ministry of Environment
MoI	Ministry of Interior
MLMUPC	Ministry of Land Management, Urban Planning and Construction
MIME	Ministry of Industry, Mine and Energy
NPC	National Project Coordinator
NPRS	National Poverty Reduction Strategy
PRO169	Project to Promote ILO Policy on Indigenous and Tribal Peoples
PLG	Partnership for Local Governance
PLUP	Participatory Land Use Planning
SRO	Sub-Regional Office
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNDP	United Nations Development Program
UNICEF	United Nations Children's Fund

INTRODUCTION

The workshop to launch the ILO project 'Rights based approach to indigenous peoples' development in Cambodia' was held on May 5-6 2005 at the Phnom Penh Hotel. This project aims at improving the legislative and policy environment concerning indigenous and tribal peoples in Cambodia and to strengthen indigenous and tribal peoples' own representative organizations to play a more active role in decision-making and development processes. The project comprises partners from government, civil society, and indigenous and tribal peoples.

Accordingly, 66 participants from a broad range of organizations and groups involved in developing and implementing aspects of policy relevant for indigenous and tribal peoples were invited. Among them, there were 27 indigenous representatives from 14 provinces representing 10 different groups: Kuoy (8), Stieng (1), Por (4), Brao (2), Chong (2), Tumpuon (2), Jarai (1), Kreung (1), Suoy (2) and Phnong (4). Government officials from the Ministry of Rural Development (MRD), Office of the Council of Ministers (CoM), Council for Legal and Judicial Reform (CLJR), National Committee for Population and Development-Department of Civil Society, NGOs and Human Rights Affairs (from CoM), Ministry of Education, Youth, and Sports (MEYS), Ministry of Agriculture, Forestry and Fishery (MAFF), Ministry of Environment (MoE), Ministry of Land Management, Urban Planning and Construction (MLMUPC), Forestry Administration, Ministry of Industry, Mining and Energy (MIME) attended, as well as representatives from various provincial administrations. Other participants came from a broad range of civil society organizations, relevant international organizations and bilateral and multilateral donors. The opening session was presided over by H.E. Dr. Pen Dareth, member of the Council of Jurists and ILO representatives from Geneva and Bangkok.

The National Project Coordinator (NPC) for the ILO project took-up his position on April 11 2005 and the project launch workshop was the first step in the implementation of the project. The workshop was a project-specific event that served to disseminate information about the project and its objectives to stakeholders and partner organizations; to take stock of what has been and is being done in the field of policy and legislation concerning indigenous and tribal peoples; to assess specific needs for training and policy advice; and to discuss how various organizations can work together to implement the project's various components. Beyond providing information to participants, the workshop was a first step in the process of establishing partnerships with various stakeholders and allowed the respective organizations to get actively involved in project implementation.

OBJECTIVES

The overall objective of the project in Cambodia is the development of national legislation and policies that integrate the rights, needs and priorities of indigenous and tribal peoples in Cambodia, and the development of capacity to implement them.

The overall objective of the workshop was to contribute to the development of the project implementation strategy. The workshop's immediate objectives were as follows:

1. To disseminate information about the project's objectives to stakeholders;
2. To map current activities and actors in the field of indigenous issues at national, provincial and local levels;
3. To assess gaps and needs that can be addressed by the ILO project at local, provincial and national levels, and in terms of linking these different levels of intervention; and
4. To develop recommendations on the implementation strategy of the project.

METHODOLOGY

The workshop combined the following methods:

- Presentations of relevance to the objectives of the workshop;
- Facilitated group discussions based on geographical distribution of participants (first day) and thematic priorities (second day); and
- Plenary work to discuss main issues, conclusions and recommendations of the workshop.

CONCLUSIONS AND WORKSHOP RECOMMENDATIONS

The workshop to launch the ILO project 'Rights based approach to indigenous peoples' development in Cambodia' was held on May 5-6 2005 at the Phnom Penh Hotel. Sixty-six representatives from a broad range of groups and organizations participated. Among them were 27 indigenous persons.

The first day of the workshop was used for presentations by and facilitated group work and discussions among indigenous peoples. The aim was to identify their problems and prioritize these according to their own views, in the framework of the ILO project. The following were identified as the main issues:

1. Land
2. Forests
3. Culture, Tradition, and Customary Law
4. Health
5. Education and Vocational Training

The second day of the workshop was used for a multi-stakeholder workshop with the participation of indigenous representatives, relevant government bodies, NGOs, international organizations as well as bilateral and multilateral donors. Presentations of priorities identified during the first day, presentations on the project and various aspects of policies concerning indigenous peoples in Cambodia served to inform plenary and group discussions. Presentations were followed by thematic group discussion on the specific issues identified as priorities during the first day. The following recommendations resulted from group work and plenary discussions:

Land

- o Provide support to land mapping and the necessary technology.
- o Provide resources for the implementation of the sub-decree on communal land title
- o Ensure the consistency of relevant laws.
- o Authorities should recognize temporarily the ITP communities before the community registration is done.
- o ILO should participate in the preparation of relevant by-laws and community registration.
- o Ensure that ITPs participate in every development project.
- o Provide legal aid staff.
- o Disseminate information, provide training and build capacity.
- o Ensure economic concessions are given only with the free, prior and informed consent of ITPs.
- o Ensure that environmental and social impact assessments are undertaken.
- o Respect ITPs' traditions and sacred sites.
- o Facilitate establishment of complaint mechanisms.
- o Integration of communal land use plan into the commune development plan.
- o Enable ITPs to manage their community.

Forest, wild life and fishery

- o Provide support, in the form of funding, for small projects working directly with ITP communities.
- o Create consultative groups at local, provincial and national levels.
- o Disseminate laws relating to local communities.
- o Provide training courses on laws concerning ITP communities.
- o Strengthen implementation of the law, acknowledgement of skilled institution.
- o Support forest authorities in recognizing forest communities and help draft sub-decree to operationalize existing provisions.

Culture and tradition

- o Establishment of a weaving programme.
- o Promote indigenous languages.
- o Facilitate recognition of traditional authorities and dispute resolution.
- o Provide training for traditional authorities.
- o Facilitate training in mediation and conciliation.
- o Prevent encroachment of outsiders.
- o Prevent in-migration of outsiders.
- o Promote the production of musical instruments.
- o Raise local authorities' awareness of indigenous traditions and rights.
- o The government should recognize and respect indigenous beliefs.
- o Conduct research on the history of belief.

Health

- o Facilitate provision of hospitals, appropriate equipment and training
- o Provide free health services for the poor.
- o Build rural roads for better access.
- o Build more ponds and wells.
- o Provide anti-malaria medicine.
- o Expand provision of mosquito nets.
- o Provide assistance to villages that are not yet registered.
- o The Ministry of Health should strengthen the code of ethics for doctors.
- o Facilitate representation of ITPs in health centre committees.
- o The Ministry of Health should provide additional training for traditional doctors.
- o Support documentation of traditional health practices.
- o Facilitate the establishment of a network of traditional doctors to exchange experiences.

Education and Vocational Training

- o Develop scripts for ITP languages.
- o Design education programmes with the participation of ITPs.
- o Train bilingual language teachers
- o Promote bilingual education in cooperation with elders, local authorities and civil society.
- o Establish mobile libraries.
- o Provide training on agricultural skills and technologies.
- o Support vocational training.

In order to honour the consultations that led to these recommendations, the ILO project intends to address each of the priorities identified by indigenous peoples themselves and integrate the workshop recommendations into the project's workplans. However, the project will need to rely on more consultation to define the geographical scope of the project and to find well-defined niches within every theme in which ILO involvement will actually add value.

An activity plan will be drafted, based on the recommendations from the workshop and will be communicated to the participants who will then be invited to provide feedback to the project on how it has integrated the various recommendations. Training and capacity-building for indigenous organizations as well as government institutions at different levels will be the main means to promote indigenous voice and self-representation, and to close the gap in the implementation of existing laws. Training of trainers for indigenous peoples will be undertaken in partnership with various NGOs and will focus on two target groups in particular: traditional authorities and indigenous youths who can serve as legal advisors to traditional authorities, reinforcing their efforts. This training will be designed based on culturally appropriate needs assessment and piloting. The main focus of capacity building for government partners will be the local level and selected officials in the central government.

Mechanisms for effective dissemination of relevant information, particularly to indigenous communities, will be set up to allow stakeholders to hold the ILO accountable. The ILO operates on the assumption that the project will work with a long-term perspective after an initial period of one year.

DAY 1: FACILITATED DISCUSSION AMONG INDIGENOUS REPRESENTATIVES

Introduction

To strengthen indigenous participation, the first day of the workshop (May 5) was used for presentations by, and facilitated group work and discussions among, indigenous peoples. The overall objective of day one was consultation with ITP to identify their problems and prioritize these according to their own views, in the framework of the ILO project.

The workshop was opened by Sek Sophorn, (NPC). Sek Sophorn welcomed participants and thanked them for coming despite the work that is waiting for them in their communities. He explained the objectives of the workshop and highlighted that its purpose is to listen carefully to representatives of indigenous peoples themselves, to collect their own view on problems, priorities for development and ideas of how the ILO can contribute to address these issues.

Indigenous and Tribal Peoples' Statements

Following these welcome remarks, participants introduced themselves (names, provinces, group membership), and indicated what their most pressing issues are. The remaining time of the first half of the day focused on ITPs' statements on the issues in their communities. All ITP communities, except for one, informed that land-related problems were a priority issue. Issues pertaining to land included encroachment, land grabbing, lack of knowledge of rights, sales at lower than market prices resulting from pressure or lack of knowledge, lack of provincial and local authorities assistance, deforestation, no communal land title, and lack of knowledge of relevant procedures. Religion, ancestral traditions, culture, lack of mobility, fear, education and health were also mentioned in the ITP statements. Indigenous women participated actively and were very vocal and articulate in their statements. The meeting was conducted in Khmer and

sometimes in indigenous languages with peer assistance in translation.



Group Work and Findings

After a coffee break, participants were organized into three groups on the basis of geographical location, in order to discuss the major issues facing their communities, to prioritize these issues and to develop

recom-mendations to the ILO and other relevant actors. Representatives from the NGO Forum of Cambodia, CLEC and Wildlife Conservation Society facilitated the group discussions.

Group Presentations

After lunch, three short videos related to land, forests, and rivers in Rattanakiri were shown and discussed among participants. Following these discussions, group work resumed. Later in the afternoon, speakers selected by each group presented the main findings and discussion results from their groups. The table below summarizes these presentations.

Issues	Priority Activities	Recommendations
	Land and Agriculture	
○ Powerful persons occupy land ○ Economic concessions ○ In-migration of outsiders ○ Dispute on ancestral lands ○ Demarcation of residential land ○ Local authorities prohibit ITPs from clearing land for shifting agriculture ○ There is no distribution of land for use and for spirit (Arak) ○ People are forced to leave protected areas ○ Communities forced to negotiated exchange of land with police, forest administration ○ Authorities threaten communities to prevent them from cultivating their own land ○ Commune chiefs take community land ○ Lack of techniques to feed animals ○ Lack of fertilized land, seed of rice, vegetable, animals ○ Drought and natural disasters	○ Demarcation and recognize communal lands, residential and agricultural lands	○ Facilitate indigenous communal land registration ○ Strengthen the implementation of relevant laws and indigenous participation ○ Recognize indigenous peoples' right to self-management ○ Ensure consultation of ITPs in development decisions ○ Facilitate establishment of by-laws to recognize ITP communities as legal entities
	Education and Vocational Training	
○ Low literacy levels ○ Lack of schools and teachers	○ Provision of bilingual education ○ Occupational skill training ○ Build schools for each community	○ Provide funding for school buildings ○ Provide vocational training and training in agricultural skills
	Culture and Tradition	
○ Newcomers don't respect indigenous communities ○ Loss of tradition due to new influences ○ Corruption ○ Management and use of natural resources ○ Traditional authorities are weakened and do not have a	○ Promote respect for decision-making of elders (Chas Srok or Chas Tum) ○ Promote traditions, customs and religion	○ Promote respect for ideas and decisions of elders ○ The Royal Government should decentralize natural resources management to indigenous communities to promote

- significant role to play - Younger people do not listen to the elders - Climate change threatens sustainable livelihoods	- Promote conflict resolution in accordance with tradition - Facilitate legal establishment of indigenous communities - Employment creation for familial and communal livelihoods	- survival of ancestral traditions - Strengthen traditional authorities - Strengthening ITPs' participation in dissemination of rights, laws, livelihood, culture, tradition, education - Provide funding for dispute resolution service - Raise awareness of indigenous cultures
Health		
- Health services too expensive - Lack of health centres, doctors and medicine - Lack of health education - Lack of clean water - Pesticide use threatening health	Promote provision of health services and health education	- Build health centres or provide mobile health care facilities in every community - Raise awareness of health and sanitation issues in the community
Forest, Wildlife and Fisheries		
- High ranking persons cut the trees - Forest clearing and land-grabbing through powerful people - Some community members collaborate with outsiders in logging - Communities are banned from collecting non-timber forest products - ITP communities lack the power to protect the forest - Use of fire arms for hunting - Shooting of wild life to sell for profit - Yali dam threatens health and livelihoods - Use of illegal methods of fishing (such as with	Facilitate establishment of forestry communities	Facilitate and promote the establishment of forestry communities

Group presentations were then discussed in the plenary, with the aim to arrive at a set of priorities that reflects and combines the priorities identified by each group. The discussion concluded that the following were the main issues on which indigenous people wanted assistance:

1. Land;
2. Forests;
3. Culture, Tradition, and Customary Law;
4. Rights of Indigenous Communities;
5. Health; and
6. Education and Vocational Training.

It was then discussed and decided that "Rights of Indigenous Communities" was part of every theme identified and should be dealt with as a cross cutting issue.

The first day of the workshop was concluded by Birgitte Feiring, Chief Technical Adviser (CTA) to the ILO's Project to Promote ILO Policy on Indigenous and Tribal Peoples (PRO169) and Sek Sophorn. Both expressed their appreciation for the active participation of indigenous representatives. Before the closing of the first workshop day, participants were given an overview of how the workshop would proceed on the second day.

DAY 2: PROJECT LAUNCH AND MULTI-STAKEHOLDER DEBATE

Introduction

The second day of the workshop (May 6) was used for a multi-stakeholder workshop with the participation of relevant government bodies, NGOs and international organizations, as well as bilateral and multilateral donors. Presentations of priorities identified during the first day, presentations on the project and various aspects of policies concerning indigenous peoples in Cambodia served to inform plenary and group discussions. Presentations were followed by thematic group discussions on the specific issues that had been identified as priorities by ITPs during the first day. One speaker from each group presented its recommendations to the plenary, where they were discussed.

Welcome Speech by Ms. Ginette Forgues

Local Strategies for Decent Work Senior Specialist, ILO SRO-Bangkok

Ms. Forgues, the project's focal point in the ILO's Sub-regional Office in Bangkok (SRO), extended a warm welcome to all participants on behalf of the Director of ILO/SRO. In her opening remarks, she underlined that this project is part of the ILO programme in Cambodia, which comprises 15 projects and numerous other initiatives in the following areas:

- Child labour
- Trafficking
- HIV/AIDS
- Small enterprise development
- Informal economy
- Women's entrepreneurship
- Conditions of work in garment factories
- The arbitration council
- Rural roads & infrastructure
- People with disabilities
- Employment injury in social security
- Workers education.

Ms. Forgues highlighted that, while these areas and projects may appear very diverse, they all point in the same direction: Decent Work. Decent Work for the ILO means:

1. Access to work, whether with an employer or created by ones self;
2. Work that comes with rights and minimum conditions;
3. Work that offers opportunities for personal growth and for being able to look after one's family;
4. Work which is safe and helps to access health, education and social protection; and
5. Work that allows for social dialogue between workers, employers and government, so that workers can express their needs and can participate in decisions that affect their work and their lives.

Ms. Forgues pointed out that this project is part of the National Plan for Decent Work which has been drafted jointly by the ILO, the Government of Cambodia, and employers' and workers' organizations. One of the objectives of this Plan is to address issues concerning people with vulnerabilities. This is in line with the National Socio-Economic Development Plan, the National Poverty Reduction Strategy and the Rectangular Strategy.

Finally, Ms. Forgues said she was looking forward to collaboration and partnerships with indigenous and tribal peoples' organisations; with national, provincial and local authorities; with NGOs working in this area; as well as with international organizations and other UN agencies, and that this collaboration has already started with the organization of this workshop.

Opening Speech of H.E. Dr. Pen Dareth,

Member of the Council of Jurists

Dr. Pen Dareth said that he was glad to have the opportunity to open this workshop which aims at the promotion of the rights of Cambodia's indigenous peoples. He stressed that the debate on indigenous issues has progressed considerably in Cambodia when compared to other countries in the region and that the Royal Government of Cambodia has consistently worked towards the accommodation and promotion of indigenous peoples. As examples, he mentioned the creation of the Inter-Ministerial Committee for Highland Peoples' Development (IMC); the drafting of the 'General Policy for Highland Peoples Development'; the implementation through the Government of recommendations stemming from a research project in 1995 of which he was the project director; the section on indigenous communal title in the Land Law; and the establishment of a National Task Force aiming at implementing the provisions of this section, and finally the fact that the Government of Cambodia approached the ILO to undertake technical cooperation activities to promote these peoples' rights.



H.E. Pen Dareth said that despite these efforts, Cambodia's indigenous peoples continue to face multiple threats in areas such as land, environment, natural resources, education, health and human rights. Therefore, he is glad that is ILO is taking on this issue, particularly given the organization's long experience of addressing these issues that is reflected in the ILO's Indigenous and Tribal Peoples Convention (Convention No. 169).

Consultation and participation, the core principles of this Convention, are highly relevant

in Cambodia, because indigenous peoples' specific interests are not appropriately represented in legislation and in national and local decision and policy making. Without adequate consultation and participation, programmes addressing indigenous are likely to be unsustainable, resulting in negative economic and social consequences.

Dr. Pen Dareth said he is confident that the ILO project will substantially contribute to bridge the gap between the needs at the grassroots level, and developments at the national /policy level, and to put structures in place whereby indigenous representatives can contribute to the development of policies and programmes that are suitable and respond to their real needs and priorities.

Dr. Pen Dareth highlighted the importance of the following measures to achieve these objectives:

- Building capacity of existing indigenous organizations and promote the establishment of additional organizations. A federation of indigenous peoples would allow various groups to speak with one voice and influence the development and implementation of relevant legislation and policies.
- An Advisory Council for indigenous peoples should be established, through which various groups can suggest policies for their own group. Indigenous peoples should be actively encouraged and supported to take part in policy and decision making.
- The promotion of study and research on indigenous issues with the active involvement of these groups is important to achieve the empowerment of indigenous peoples
- and promote mutual understanding and a thriving multicultural society.

In closing, Dr. Pen Dareth said that this workshop is an important step in the right direction, and that more progress will be made in the course of the implementation of the ILO project. Given the high number of indigenous representatives, he was confident that the workshop would honour the principles of consultation and participation and that the resulting recommendations would reflect the rights, interests and priorities of indigenous peoples themselves.

The ILO and Indigenous Peoples in Cambodia by Birgitte Feiring

ILO Chief Technical Adviser, PRO 169

Ms. Feiring thanked all participants for coming and contributing to the workshop. She emphasized that it is important for the ILO to seek synergies between different programmes and to ensure complementarities. She pointed out that the ILO has a long history of working with indigenous peoples and is responsible for the only legally-binding international instrument for the protection of these peoples' rights - ILO Convention No. 169. The ILO adopted this Convention with a view to combating discrimination against indigenous peoples, which are manifested in areas that are core concerns of the ILO, such as forced labour, child labour, equal pay for work of equal value, wage disparities, discrimination, and access to education and land. Convention No. 169 is a comprehensive instrument that covers a wide range of rights, among them

rights to development, to land and resources and to mother tongue education. It takes a double approach, requiring that indigenous peoples benefit on equal footing from rights and opportunities while fully developing their own potential in accordance with their own aspirations and priorities. Consultation and participation, the Convention's most important provisions, need to be understood as a continuous process and not something that is achieved on an ad hoc basis or as a single event.

Convention No. 169 has been ratified by 17 countries and furthermore serves as a global reference point for discussing and defining indigenous rights. It serves as a guide on how to promote political participation, recognition of culture, languages, rights to land and resources and establishment of appropriate institutions and mechanisms for consultation and participation. The Convention has an important impact on development cooperation,

reflected in the fact that relevant donor policies of the EU, Norway and Denmark, among others, are based on its provisions.



The ILO has a double role that concerns not only addressing the need for an appropriate policy framework, but also the need for sustainable economic development in indigenous communities, in line with these peoples' own holistic views of development. Both concerns are very relevant in Cambodia.

Ms. Feiring said that on the day the 'General Policy for Highland Peoples Development' is approved, many challenges will remain in applying the provisions in practice. The establishment of appropriate policy and institutional frameworks, and capacity-building to make sure these are used and put into practice, will be key to achieving effective implementation. Capacity-building should involve true dialogue between all concerned partners, including government at different levels, indigenous partners and other civil society organisations. The ILO has long-term experience in both capacity-building and policy and economic development related to indigenous peoples. Ms. Feiring said the ILO is looking forward to working with all stakeholders, hoping to contribute with the organisation's experience for the benefit of not only indigenous peoples but all people in Cambodia.

Overview of the ILO's indigenous peoples project in Cambodia by Sek Sophorn

ILO National Project Coordinator

After greeting the audience, Mr. Sek Sophorn said that various national and international organizations as well as various government bodies in Cambodia have implemented a number of activities relevant for indigenous and tribal peoples, according to their respective mandates and roles. These activities are related to a range of indigenous rights, such as rights to lands, education, health, and dignity. Most such activities focus on various aspects of rights to land.

He highlighted that the ILO's mandate for promoting the rights of indigenous peoples is based on ILO Convention No. 169. In accordance with the Convention, the ILO project aims to add value to the relevant activities of various civil society organizations and government agencies. The project has an initial duration of one year.

Mr. Sek Sophorn informed that the project's major focus will be on supporting policy development relevant to indigenous peoples, and capacity building for various government bodies, NGOs and indigenous organizations. The project will be implemented in partnership with government, civil society and indigenous organizations, in particular the MRD, NGOs working on indigenous issues, and the Highlander Association.

Mr. Sek Sophorn pointed out that the project will coordinate closely with relevant international organizations. He indicated that the initial project duration of one year would not suffice to achieve the desired results in terms of training and capacity building and that there will be an opportunity to extend the project. Finally, he said that the project had not yet developed a detailed workplan and that he hopes the results achieved during this workshop would be an important step to establish a workplan that reflects the principles of consultation and participation.

Presentation of recommendations from indigenous peoples

Mr. Kham Sahn.

Mr. Kham Sahn presented the main issues, discussions and recommendations from Day 1:

PRIORITIES	RECOMMENDATIONS
Land	
○ In-migration of outsiders ○ Illegal buying and selling ○ Clearing of land ○ Economic concessions	○ Demarcate the boundaries of indigenous community land ○ Register communal lands soon ○ Undertake impact assessment of economic concessions
Participation in Natural Resource Management	
○ Destruction of forest, wildlife and fisheries ○ Natural disasters because of drought ○ Mine concessions ○ Dams	○ Raise awareness of forestry law and traditional hunting and fishing; ○ Prevent further deforestation and provide technical support to reforestation; ○ Study the use of fallow land ○ Assess the impact of and stop dam operation in Vietnam
Culture and Tradition	
○ Role of Authority ○ Influx of new religions ○ Loss of language ○ Code of Conduct	○ Respect and recognize the role of traditional authorities ○ Prevent intrusion of new religions ○ Implement bilingual arrangements ○ Recognize traditional dispute resolution and customary law
Education	
○ No education in indigenous languages ○ Lack of schools and teachers ○ Lack of awareness of relevant laws ○ No integration of indigenous culture into education programme	○ Implement bilingual education ○ Build schools and provide training and capacity building to teachers in the community ○ Raise awareness of relevant laws ○ Integrate indigenous culture in education programmes in cooperation with the government
Rights	
○ Lack of policy for indigenous peoples ○ Lack of relevant by-laws ○ No participation in decision-making ○ No participation in consultation ○ Lack of respect for customary law ○ Respect for belief and religion	○ Government and NGOs should work in partnership ○ Draft the by-law (on the community as a legal entity) ○ Assist community to take part in the decision making process ○ Ensure that communities are consulted ○ Respect customary law and traditional authority ○ Ensure respect for indigenous belief and religions
Health	
○ Lack of health centres and medicine ○ Inappropriate use of pesticide ○ Costs of health services	○ Assist government in building health centre next to the village and provide enough medicine ○ Prevent the use of pesticide ○ Provide inexpensive health service and medicine

Law Implementation	
○ Lack of implementation of the Constitution ○ Lack of implementation of Land law (2001) and relevant sub-decree on indigenous community	○ Provide resources for awareness raising and implementation of the Constitution in the community ○ Implement and develop land law and relevant sub-decree for community

The Department for Ethnic Minority Development (DEMD) by Dr. Sot Sourng

Deputy Director, DEMD

During his presentation, Dr. Sot Sourng elaborated on the dissolution of the IMC, the establishment of the DEMD, its roles, responsibilities, objectives and achievements. In 1999, the Council of Ministers decided to establish the DEMD and to put the Department in charge of all development affairs concerning indigenous peoples in the highland areas. In accordance with sub decree 51 dated June 21 2001, the DEMD is mandated with matters concerning the development of all indigenous peoples in Cambodia.

Dr. Sot Sourng highlighted the roles and responsibilities of the DEMD as follows:

- To prepare short-, medium- and long-term development plans for indigenous communities;
- To study and research on indigenous peoples living in the highland areas, clearly identifying their traditions, cultures, and customs;
- To prepare and implement projects and programmes for development of ITP in the highland area;
- To coordinate development activities concerning indigenous peoples in the highland areas in Cambodia;
- To monitor, evaluate and reporting all activities implemented in the framework of programmes and projects for indigenous peoples' development;
- To create criteria for the establishment of indigenous communities;
- To establish and manage an information centre on the development affairs of the highland area by cooperating with relevant institutions, international organizations, NGOs and neighbouring countries;
- To prepare and improve the policy for the development of the highland areas in order to submit it to the Royal Government of Cambodia for consideration and approval;
- To provide training for civil service at every level on indigenous development;
- To seek assistance from donors, international organizations and NGOs.

After explaining the structure of the department, Dr. Sot Sourng highlighted some of the achievements of the department, among them research on indigenous peoples in

Mondulkiri, participation in national consultations in Kampong Speu, Kamong Thom, Kratie, Stung Treng and Mondulkiri provinces, participation in a regional forum in Bangkok, in a Training of Trainers in Kratie and in training organized by Health Unlimited in Rattanakiri. Dr. Sot Sourng informed the audience about the ongoing activities of the DEMD as follows:

- Organization of a consultation forum to discuss the draft Highland Peoples Policy in Kamong Speu in May 2005 and in Phnom Penh in July 2005.
- Organization of a national consultation forum to discuss the draft policy before its re-submission to the Council of Ministers in September 2005.
- Research to identify indigenous peoples in the whole country.
- Research and needs assessments on indigenous management of development.
- Organization of a meeting with donors, national and international organizations and government agencies in order to create a working group on indigenous peoples' development. This meeting will take place in 2005.

Indigenous peoples and poverty reduction by Kristina Chhim

Senior Research Coordinator, Center for Advanced Study (CAS)

Dr. Kristina Chhim presented various aspects of a research project on indigenous poverty undertaken by the CAS and commissioned by the ILO. The presentation covered the objectives of the study, its methodology, overview of the communities visited, its findings related to indigenous peoples own, changing conceptions and criteria of poverty and poverty reduction, their participation in the development of Cambodia's National Poverty Reduction Strategy (NPRS), the role of the government and indigenous peoples' own aspirations, concerns and potential for development.

Ms. Chhim concluded her presentation with an outline of priority recommendations based on her findings:

- Land security
 - immediate comprehensive measures to stop land grabbing, illegal or forced land sales
 - consultation with indigenous communities about planned concessions
- Livelihood security
 - sufficient agricultural extension support for new crops and methods
 - veterinary support
 - market access support
- Appropriate formal education
 - provision of bi-lingual teaching and culture -specific teaching materials
 - support to indigenous students to become teachers
- Indigenous identities / ways of life
 - support indigenous self-organization beyond the village level

Plenary Discussion

Following the presentations, participants actively discussed their various aspects. The major points of discussion were as follows:

- A representative of UNDP informed that the UNDP is currently undertaking research on access to justice, with a specific focus on the poor, women and indigenous peoples. It was stressed that indigenous communities have their own systems of decision making and conflict resolution which should be formalized and accommodated. There are substantial problems to indigenous peoples' access to formal institutions of justice, such as contracts drafted in Khmer and the lack of translation in proceedings. The importance of the International Covenant on Civil and Political Rights (art. 27, related to minority's rights) and the Land Law (related to indigenous rights and indigenous customary law) for the ILO project and policies for indigenous peoples in Cambodia was pointed out.



- One participant from Stung Treng highlighted the problems various communities face due to mining, which affects the land and forest people depend on and threatens also their beliefs and cultures. A company took the land without consultation with or information of villagers, who now face serious problems if action is not taken soon.
- One participant from Monduliri reported that a company was granted 200,000 acres of land formerly inhabited by indigenous peoples for cashew nut plantations. This land includes indigenous settlements and cemeteries.
- Another participant informed about land grabbing and the use of pesticide that affects health in the community. Complaints were filed with district and provincial authorities, but they were told to wait for the problem to be solved at higher levels

which did not happen after a number of months.

- One participant from Rattanakiri brought to the attention of the plenary that there are three companies operating in Rattanakiri. Increasingly, the situation regarding land is getting more serious in each community. Some sold land and others did not, a district chief received a car and now others are jealous. The participant urged for hard work on the part of all involved to find a solution.
- Another participant (a member of the Suoy group) from Kampong Speu said that the government had given a concession of 900 acres for the building of a golf course and a hotel. The concession covers the location of an ancestral site of his people.
- A member of the Stieng in Kratie informed that a company came and claimed 100 acres of land and then started to expand and threaten villagers.
- A participant from Kampong Cham said that his community would be happy to start registering their land. A company came and started cutting down old trees and turned forest into grazing area for cattle, with the collaboration of individual villagers. They met with the Commune Chief to complain, but to no avail. The community was then accused by the company and authorities, who encourage people to cut the trees. The participant said that some forest is left but if the community in question could not register its lands soon the forest in the area will be gone.
- One participant asked why the ILO created this project for only one year and what the expected results were and whether the ILO had a strategy to cover all of Cambodia's provinces.
- Another participant said he appreciates the rights-based approach the project takes and proposed that it focus on the empowerment of indigenous communities through devolution of powers and advocacy. He urged to include local authorities in capacity-building measures because they ignore and occasionally intimate villagers.
- Ms. Feiring responded to the above discussion and considerations as follows:
 - Land issues are among the priorities the ILO project is going to address. However, at this point it is impossible to say whether the ILO can contribute to solve the individual cases mentioned by participants.
 - Twelve months is the initial period of the project, but it is a shared assumption in the ILO that after taking stock of its initial phase, the project will work with a longer-term perspective.
 - Ms. Feiring highlighted the importance of indigenous peoples speaking for themselves. This will require capacity-building for indigenous organizations as well as for those who are supposed to listen. Capacity-building will be given to indigenous organizations as well as government institutions at different levels. Local authorities are a particular focus group.
 - Further advice from stakeholders is needed to determine the geographical

scope of the project and to define priority themes. Some elements of the project have national coverage but the project would pay attention to regional differences.

- An activity plan will be drafted, based on the recommendations from the workshop. It will be communicated to participants who will then be invited to provide feedback on the project, and on how it has integrated the various recommendations.
 - Ms. Feiring proposed that mechanisms that allow for effective dissemination of relevant information be set-up, particularly for indigenous communities. She encouraged participants to monitor and hold the ILO accountable on the extent to which their input was reflected in the workplan.
- A representative from the Council of Legal and Judicial Reform highlighted that the initiation of a project aimed at enhancing indigenous peoples' rights was well in line with the judicial reform agenda of the Government. He informed that the Government has a clear strategy and the week before had agreed on a short- and medium-term action plan on judicial reform, which aims at providing protection for people and promote human rights. The Royal Government has not ignored indigenous peoples in its action plans. It is among the priorities to raise peoples' awareness of and enhance human rights. The Government has a clear policy that not only indigenous peoples but all citizens have access to all rights. The policy has been approved by the Council of Ministers. He said he was glad that the workshop was focusing on the practical implementation and that the project is in accordance with the policy of the Royal Government. It is about all peoples' rights and it is also important to promote democracy, the rule of law and separation of powers.
 - A civil society representative from Pursat said he had observed that education in Khmer only is of limited value and proposed to include informal education on relevant laws in the project.
 - A representative from the Ministry of Environment's Department of Social Development asked if the project would also focus on religion and rights related to it.
 - A representative of the Ministry of Education said he was also concerned about language and limited access to education and literacy which would also complicate the registering of land titles. Bilingual programmes exist in Rattanakiri and Mondulkiri supported by the Ministry of Education and UNESCO. The right to education is important, there are existing initiatives and we should study and share this experience. He also said he agreed on the importance of capacity building and that was the duty of the DEMD but other ministries are important, too, such as Education, Agriculture, Health and Interior.
 - A representative of PLG Rattanakiri said the most pressing challenges in Rattanakiri were
 1. Insecurity due to lack of land;
 2. The divisive impact of new religions that threaten social coherence; and

3. In-migration of outsiders and influx from Vietnam.

His question was what the ILO contribution to the enforcement of existing laws would be, and whether there is a strategy to hold the government accountable for enforcing its laws.

- Ms. Feiring replied to the above points as follows:
 - Formal education and vocational training had been identified as priorities by indigenous representatives during day 1. However, it is not the mandate of the ILO to deliver primary education, but the organization could assist in facilitating communication with the government.
 - While the preservation of language is important, lack of knowledge of national languages also contributes to marginalization and exploitation. A double approach should be taken focusing on the mother tongue as well as the right to learn the national language. In that regard, it is important to review curricula and ensure that teachers understand and speak the local languages.
 - There is an apparent tension between the right to preserve religion and to freely choose religion. Full respect should be ensured for indigenous beliefs but there must be full freedom to make informed choices.
 - It is important that the Government is accountable to its citizens. The Government has recognized that there is a gap in implementation and the ILO project will assist in law enforcement where this is possible, particularly through capacity-building.

After a lunch break, participants were organized into 5 groups, in accordance with the priority issues that had been identified during the first day of the workshop. The groups were composed of indigenous representatives, government officers and representatives of international organizations, NGOs and bi- and multilateral donors. After a coffee break, one speaker presented the findings of each group as follows:

Group Presentations



Land

Problems/Issues	Priority activities	Ongoing actions	Recommendations
There is no transparency to protect State land (immovable property)	Relevant regulations on management of state land or state immovable property	○ Council of Land Policy	○ Provide support to land mapping, provide technology
Land identification (forest area)	Lack of classification of forestry land, boundary of shifting agricultures	○ Sub-decree on classification of forestry land (Forestry administration)	○ Provide resources for the implementation of the sub-decree
Persuading to sell communal land	Inconsistency of laws related to land and natural resources	○ Council for Legal Reforms	○ Ensure consistency of relevant laws
There has not yet been land registration in the whole country	ITP communities have not yet been (fully) legally recognized (Lack of by-law ; traditional authorities)	○ MoI ○ territorial authorities	○ Authorities should recognize temporarily the ITP community ○ ILO should assist in preparing the by-law and community registration
Negative impact of economic land concession	Need to have a development policy on highland areas and indigenous peoples	○ MRD ○ MoI	○ Ensure that ITP participate in every development project ○ The ILO should facilitate participation
ITP community has not yet been (fully) legally recognized	Need legal support for ITP communities	○ IO ○ NGOs	○ Provide legal aid staff ○ Provide legal consultation
Low awareness of land-related laws among indigenous communities	Need to raise awareness of law and land rights and economic land concessions	○ Committee for Provincial/Municipal Development (through SEILA) ○ NGOs	○ Disseminate information, provide training and build capacity at the provincial level ○ Ensure consultation takes place before concessions are given ○ Ensure that environmental and social impact assessments are undertaken ○ Respect the tradition and sacred sites
Lack of legal support for ITP communities	Impunity of illegal land clearing	○ Court	○ Facilitate establishment of complain mechanism
Lack of by-law for communal management (Traditional authorities)	Development plan within the communes with indigenous communities	○ Seila ○ Department of Local Administration	○ Integration of communal land use plan into the commune development plan

management (Traditional authorities)	with indigenous communities	Local Administration	development plan
Powerful persons encroach on indigenous lands	Develop Master Plan to define development zone of province/municipality	○ Ministry of Land	○ ILO should provide funding and technology for implementation
Lack of development policy for ITP highland area	Need to direct the commune leaders	○ MoI	○ Enable ITPs to manage their own community affairs

- One participant noted that stronger recommendations are needed to cope with the negative effect of economic concessions. Land concessions should not be given without the prior and informed consent of indigenous peoples.

Forest, wild life and fishery

Problems/Issues	Priority activities	Ongoing actions	Recommendations
○ Anarchy deforestation ○ Clearing the forest for huge farms ○ castrating the trees ○ Lack of awareness of forestry interest ○ Lack of law dissemination ○ Land concession for metal mining and tree plantation ○ Burning the forest, hunting and looking for iron ○ Cutting the tree to catch wild life, using mines, traps and illegal equipment ○ In migration of outsiders ○ Investment ○ Using illegal instruments ○ Lack of dissemination of laws ○ Fishing during the prohibiting period ○ Dam ○ Poisoning by toxic waste ○ Cutting of mangrove forest	○ Establishment of forestry community ○ Dissemination of forestry law, enforcing the laws ○ Strengthening the basic capacity and techniques of ITPs ○ PLUP (participatory land use planning) process ○ Demarcating the forest boundary ○ Management of records of residence moving ○ Impact assessment activities ○ Organizing the fishery community ○ Disseminating the laws ○ Capacity building of management and techniques	○ Forestry administration ○ Ministry of Environment ○ Seila ○ NGOs ○ Local community ○ Local authorities ○ Department of Land and Environment ○ Traditional authorities ○ Fishery department	○ Support funding the small projects working directly with ITP community ○ Create the consultative group at local, provincial and national levels ○ Dissemination of laws relating to local community ○ Provide training course on laws for community ○ Strengthening implementation of the law implementation, acknowledgement of skilled institution

- One participant points out that the recommendations regarding the establishment of forest communities are too weak. Many NGOs have initiated the establishment of forest communities but recognition from the forest authorities and a sub-decree to operationalize existing provisions are lacking.

Culture and tradition

Problems/Issues	Priority Activities and Recommendations
Weaving	○ Establish weaving programmes
Language	○ Promote indigenous languages
Role of traditional authorities	○ Facilitate recognition of traditional authorities and dispute resolution methods ○ Provide training for traditional authorities ○ Select capable and honest persons
Break of solidarity	○ Facilitate training in mediation and conciliation ○ Prevent encroachment of outsiders
Tradition of using the NR and spirit forest	○ Prevent in-migration of outsiders
Music	○ Promote the production of musical instruments
Belief	○ Raise local authorities' awareness of indigenous traditions and rights ○ The government should recognize and respect indigenous beliefs ○ Conduct research on the history of belief

- One participant stressed the important role of elders in the rehabilitation of the tradition. They should be strengthened, not dissolved. As of today, traditional authorities do not receive support from local authorities. Traditional authorities should have a role equal to the role of local authorities.
- The representative from the Council of Legal and Judicial Reform pointed out that the government is paying attention to conflict resolution outside the courts. Because the courts cannot deliver justice in time, it is good to use traditional institutions. The government has invited UNDP experts to help accommodating traditional institutions of conflict resolution and they studied how indigenous communities can find justice according to their tradition. The government intends to integrate these traditional systems.

Health

Problems/Issues	Priority activities	Recommendations
○ Lack of health centres, medicine and doctors ○ Low awareness of health issues ○ High price of private health services ○ Lack of food, clean water and sanitation ○ Widespread disease, particularly Malaria ○ Lack of maternal health service ○ Discrimination	○ Build hospitals and provide medicine and doctors ○ Provide health education, training of trainers and support volunteers ○ Build rural roads ○ Establish health insurance ○ Promote effective and acceptable technologies ○ Create wells and ponds to store water ○ Provide health education	○ Facilitate provision of hospitals, appropriate equipment and trained ○ Provide free health service for the poor ○ Build rural road for better access ○ Build more ponds and wells ○ Provide anti-malaria medicine (prevention) ○ Expand provision of mosquito nets ○ UNICEF should go to the rural area for health checks ○ Provide assistance to villages that are not yet registered ○ The Ministry of Health should strengthen the code of ethics for doctors ○ Facilitate representation of ITP in the

○ Discrimination against ITP in health services ○ Lack of documentation of traditional healing	○ Provide health education ○ Provide vaccinations ○ Provide health support for maternity, pregnancy and abortion ○ Networking to promote traditional drug s	○ Facilitate representation of ITP in the health centre committees ○ The Ministry of Health should provide additional training for traditional doctors ○ Support documentation of traditional health practice ○ Facilitate establishment of a network of traditional doctors to exchange experiences
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Education and Vocational Training

Problems/Issues	Priority activities and Recommendations
○ Lack of teachers, particularly bilingual teachers ○ Lack of language education in indigenous languages ○ Lack of bilingual training, learning materials, and mobile library ○ Lack of training on: ○ weaving ○ sculpture ○ sewing ○ forging ○ agricultural technologies, husbandry, farming ○ Lack of written indigenous languages	○ Develop scripts for ITP languages ○ Design education programmes with the participation of ITPs ○ Train bilingual language teachers ○ Promote bilingual education in cooperation with elders, local authorities and civil society ○ Establish mobile libraries ○ Provide training on agricultural skills and technologies ○ Vocational training

Closing Remarks by Ms. Birgitte Feiring

ILO Chief Technical Adviser, PRO 169

In closing, Ms. Feiring thanked all participants for their efforts and valuable contribution to making the workshop a successful event. She noted that she was very pleased by the commitment expressed by various government representatives to improve the rights of indigenous peoples and that she is looking forward to closely cooperate and advancing and implementing relevant policy and legislation. She said she learned a lot today about the concerns of indigenous peoples in Cambodia and congratulated particularly women for their very active participation.

Ms. Feiring promised that the ILO would work hard, seeking partnership with all relevant actors to bring about benefits that have a direct effect in the communities. Before implementation can begin, a plan of action and links to partners would need to be established.

She said the project would now have to analyze the outcomes of the workshop and determine in which areas the ILO can add value. The project will develop an action plan that will reflect the recommendations of this workshop. She said linkages with other ILO projects had been identified already, such as in the fields of health and handicraft production. The project will explore with ILO colleagues how to mobilize potential synergies.

Ms. Feiring pointed out the importance of continued information and communication. She encouraged participants to share their comments and criticism at any stage of the project, and to hold the ILO accountable for its implementation.

Finally, Ms. Feiring indicated her great satisfaction at the outcome of the workshop, and expressed the ILO's commitment to put words into practice. She emphasized that this is the beginning, not the end of the process.

Closing Speech of H.E. Sos Mou Sine,

Under Secretary of State of Rural Development

His Excellency Sos Mos Son said that he was delighted to participate in this project launch workshop. He expressed the opinion that the workshop constituted an important step towards the improvement of the situation of indigenous peoples in Cambodia and that further progress would be witnessed in the course of project implementation. He expressed his satisfaction with the fact that the proceedings of the workshop reflect the principles of participation and consultation, fundamental norms, which the Royal Government of Cambodia is determined to improve in the formulation and implementation of policy and legislation that affects the country's indigenous peoples.

H.E. Sos Mos Son pointed out that the workshop will strengthen existing and establish new partnerships between the parties involved, which will facilitate the development and implementation of legislation and policies that integrate the rights, needs and priorities of indigenous peoples in Cambodia. He is looking forward to see the workplans which will be designed based on the recommendations of the workshop, and to contribute to putting these workplans into practice.

H.E. Sos Mos Son highlighted the Royal Government of Cambodia's commitment to advance the situation and promote the rights of indigenous peoples, and stressed that the Ministry of Rural Development, which is mandated with the development of ethnic minorities, fully supports the process of updating the 'General Policy for Highland Peoples Development' and is committed to pursue its adoption and implementation through the Royal Government of Cambodia. Before closing the workshop and thanking participants for their contributions, H.E. Sos Mos Son said he is confident that the momentum gained through the workshop would be maintained to ensure that this objective could be reached.

Annexes
Annexe 1: List of participants

No	Name	Sex	Nationality/ Ethnicity	Position	Organization	Province
1	Yen Yat	F	Prao	Vice-leader	Community	Steung Treng
2	Yuon Dy	M	Kuoy	Member	Community	Steung Treng
3	Por Le	F	Phnong	Committee member	Community	Mondulkiri
4	Nhan Bora	F	Phnong	Committee member	Community	Mondulkiri
5	Kroeus Boeun	M	Phnong	Leader	Community	Mondulkiri
6	Soeun Saroeun	F	Stieng	Committee member	Community	Kratie
7	Yan Sa In	F	Kuoy	Committee member	Community	Kratie
8	Py Tel	M	Phnong	Committee member	Community	Mondulkiri
9	Uch Kimnary	F	Khmer	Director	SSP	Mondulkiri
10	Tep Tim	F	Kuoy	Officer	OPKC	Preh Vihea
11	Srey Leng	M	Kuoy	Committee member	Community	Preh Vihea
12	Vok Nom	F	Kuoy	Committee member	Community	Siem Reap
13	Pry Khamsahn	M	Prao	Coordinator	Community	Ratanakiri
14	Prum You	M	Kuoy	Committee member	Community	Kampong Thom
15	Hun Kam Pol	F	Kreung	Member	High land association	Ratanakiri
16	Ro Cham HLeuch	M	Jarai	Member	Pok Thom Community	Ratanakiri
17	Tyng Khamy	M	Tampuon	Member	Su community	Ratanakiri
18	Sok Phon	M	Tampuon	Coordinator	Community	Ratanakiri
19	Nam Ny	M	Por	Member	Community	Battanbang
20	Thleap Chhean	M	Chorng	Member	Community	Koh Kong
21	Kang Choi	M	Chorng	Member	Community	Koh Kong
22	Uy Yet	M	Por	Leader	Community	Pusat
23	Kit Touch	M	Khmer	Program officer	CLEC	Phnom Penh
24	Song Sit	M	Kuoy	Leader	Community	Udamean chey
25	Lov Bunleang	M	Por	Director	DPKS	Pusat
26	Chi Boret	M	Kuoy	Leader	CDA	Koh Kong
27	Math Sopheaktra	M	Khmer	Coordinator	PLUP	Mondulkiri
28	Im Sothy	M	Por	Coordinator	RDA	Preh Vihea
29	Chea Phalla	M	Khmer	Research advisor	PLG/CBNRM	Ratanakiri
30	Ek Yothin	M	Khmer	ITP program officer	NGO Forum	Phnom Penh
31	Pok Sao	F	Suoy	Representative	Community	Kampong Speu
32	Phal Noeun	M	Suoy	Representative	Community	Kampong Speu
33	Eam Oeurn	M	Khmer	Deputy Director	Development Depart.	Ratanakiri
34	Non Pheany	F	Khmer	Deputy Director	MRD	Phnom Penh
35	Lor Bunnath	M	Khmer	Coordinator	LWF	Kampong Speu
36	Chab Kim Chun	M	Khmer	Deputy Director	Informal Ed. Depart	Phnom Penh
37	Beng Ren	F	Khmer	Director	Land Department	Mondulkiri
38	Khon Sokheng	M	Khmer	Deputy Director	Land Department	Kratie
39	Hy Chantha	M	Khmer	Deputy Director	Land Department	Steung Treng
40	Sot Soeung	M	Khmer	Deputy Director	DEMD/MRD	Phnom Penh

40	Sot Soeung	M	Khmer	Deputy Director	DEMD/MRD	Phnom Penh
41	Vet Vannara	M	Khmer	Office chief	DEMD/MRD	Phnom Penh
42	Im Maridy	F	Khmer	Officer	Forestry Admin. (FA)	Phnom Penh
43	Heng Marady	F	Khmer	Officer	Forestry Admin. (FA)	Phnom Penh
44	Ream Chanvanna	F	Khmer	Office chief	Minis. of Mining	Phnom Penh
45	Hun Thyrieth	M	Khmer	Researcher	CAS	Phnom Penh
46	Sa Kosal	M	Khmer	Researcher	MoE	Phnom Penh
47	Dr. Pen Dareth	M	Khmer	State Secretary	Council of Ministers	Phnom Penh
48	Yoth Bunny	M	Khmer	Translator		Phnom Penh
49	Phan Sin	M	Khmer	Staff	UNDP	Phnom Penh
50	Raquel Yrigoyen	F	Peruvian		UNDP	Phnom Penh
51	Kong Rady	M	Khmer		UNDP	Phnom Penh
52	Narin Sok	M	Khmer		UNDP	Phnom Penh
53	Peter Swift	M	American	Director	SADP	Phnom Penh
54	Phay Sokheng	M	Khmer	Co. Leg&Jud reforms	Council of Ministers	Phnom Penh
55	Kristina Chhim	F	German	Senior Research Coordinator	CAS	Phnom Penh
56	Hean Sokhom	M	Khmer	Director	CAS	Phnom Penh
57	Kong Muok	M	Khmer	Department head	Council of Ministers	Phnom Penh
58	Cheam Mony	M	Khmer	Team leader	WWF	Phnom Penh
59	Buth Kongkea	M	Khmer	Deputy Director	IHF	Phnom Penh
60	Laurent Meillan	M	French	H.Right officer	OHCHR	Phnom Penh
61	Megan Mactaacs	F	Scotland		NOMAD	Mondulkiri
62	Tom Evans	M	UK		WCS	Mondulkiri
63	Chou Vineath	F	Khmer	Lawyer	CLEC	Phnom Penh
64	Keat Bophal	F	Khmer	HRs workers	UNCOHCHR	Phnom Penh
65	Khatja Thomas	F	Australian	Legal Advisor	CLEC	Phnom Penh
66	Daniel Adler	M	Australian	Project Manager	World Bank	Phnom Penh