

CITA Annual Report 2011

Protecting and Promoting the Rights of Teachers in Cambodia



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Letter from the President

In 2011, CITA continued to develop - we have increased our organisational and advocacy capacity, produced a number of research and policy publications and continued to see growth in our membership numbers - CITA now represents over 11.5% of all teachers in Cambodia.

In operational terms CITA was supported by projects funded by the Association of Teachers and Lectures (ATL) in the UK. This project enabled CITA to maintain a core staff team and national office and help the organisation become more professional and responsive to its members and the challenges within the Cambodian Education Sector. CITA diversified its range of project donors and built relations with teachers unions in the UK, America, Ireland and Korea and secure project funding from a number of organisations including:

- The May 18th Memorial Foundation
- International Labour Organisation (ILO)
- Korean Federation of Teachers Associations (KFTA)
- Education International (EI)
- American Federation of Teachers (AFT)
- Irish National Teachers' Organisation (INTO)

CITA's main work revolved around the development and launch of the Give Teachers A Voice Campaign. The Campaign was prepared during the summer and launched at the World Teachers' Day Celebration in Phnom Penh. The campaign will run until 2013 and has three thematic objectives:

1. Reform teachers salaries, terms & conditions
2. Promote teachers right to participation in education policy & development
3. Promote teachers' labour rights especially collective bargaining & freedom of associations

CITA was involved in conducting national and school based activities as part of the campaigns for Global Action Week for Education and World Day Against Child Labour. Our involvement in these campaigns is crucial as the issues addressed impact directly on right to education which is at heart of CITA work.

CITA representatives also participated in the ASEAN Council of Teachers (ACT) Conference in Bangkok, Thailand, which provided an opportunity for increased cooperation between teachers organisation in the ASEAN member states.

In 2011 CITA conducted more workshops and themes than in any previous year:

- 15 provincial workshops on Advocacy and Education Law and Policy
- 10 provincial workshops on Human Rights Education
- National Organisational and Training Workshop
- National Advocacy Training for Trainers Workshop

Through the extensive provision of workshops, CITA directly provided training to over 1,250 members across 17 provinces.

With regards to campaigns and lobbying, CITA has continuously made submissions to the Ministry of Education, Youth and Sport (MoEYS) on behalf of members to address issues ranging from exam corruption to deductions to teacher salaries. Our successes in 2011 included successfully lobbying MoEYS for an investigation into corruption in the Grade 9 and 12 national exams, supporting Mr. Chinn Rithy as he brought his case to appeal court and getting pension payments for teachers in Prey Veng province.

2012 presents many more important developments for CITA. In the coming months we will conduct a national survey of teachers in order to continue monitoring the disbursement of teachers' salaries and gather further evidence for the development of our policies on teacher training and education finance. Between January-May 2012, we will provide 13 provincial branches with the support they require to organise their own advocacy workshops and training through project funding by the ILO. As the current operational project with ATL ends in March, we will also be seeking to identify and engage new project donors for 2012 onwards. Finally, as the provincial branches continue to be strengthened, we are aiming to increase our national membership to over 10,500 and provide training to over 800 members in 2012.

I hope that you will join us in 2012 as we take on these challenges and continue to promote teachers' rights and the right to education in Cambodia.

Yours Sincerely,

Mr. Rong Chhun
CITA President



Donors

CITA would like to thank the following organisations for their funding support in 2011:

Association of Teachers & Lectures (UK)



International Labour Organisation



International
Labour
Organization

Irish National Teachers' Organisation



Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

American Federation of Teachers'



A Union of Professionals

Education International



Education International
Internationale de l'Éducation
Internacional de la Educación
Bildungsinternationale

May 18th Memorial Foundation



Korean Federation of Teachers' Association



About CITA

The Cambodian Independent Teachers Association (CITA) was established in March 2000 and gained formal recognition from the Ministry of the Interior in July 2001.

CITA is the only independent, non-partisan, non-profit, non-governmental teachers' union in Cambodia. All government employees teaching from kindergarten to university level are eligible to apply for membership and CITA currently has 9,577 members.

Through national and international campaigning, CITA advocates for improvements in the difficult working conditions currently facing teachers in Cambodia and lobbies the Royal Government of Cambodia to recognize teachers' rights. CITA supports teachers through advocating for a living wage, improved working conditions and professional development. CITA provides a range of training to its members and continuously monitors developments in the education sector.

CITA Constitutional Objectives

- To promote the solidarity of Cambodian teachers irrespective of race, colour, sex, religion or political opinion.
- To help improve the quality of education in Cambodia.
- To help protect the financial, emotional and psychological interests of teachers and to act as a support mechanism for teachers experiencing difficulties.
- To improve the standard of living of teachers by demanding and negotiating with the government for increased salaries.
- To promote good working conditions for teachers which guarantee decency, safety, security and justice for all teachers.
- To support the professional development of teachers through education and training programs.
- To promote solidarity between Cambodian teachers and international organisations and teachers organisations worldwide.
- To support human rights, democracy and social development in Cambodia through education and by organising teachers into one voice.

Vision: A strong, progressive and inclusive education system for all Cambodian children in which human rights, democracy, social justice, and respect for human dignity are valued and upheld.

Mission: To unite teachers across the country; to protect and promote their rights and to advocate for trade union activities to advance the state of human rights in Cambodia.



Core Values

Integrity: As an organisation we will always be reliable and accountable in words and behaviour.

Respect for All: We believe that all people, regardless of gender, colour, race, religion or political belief, should be treated as individuals with understanding and appreciation.

Equal Opportunity: We believe education is the gateway to opportunity. All Cambodian teachers have the right to work in inclusive, safe and supportive conditions and all Cambodian children have the right to a quality education.

Democracy: We believe public and private education is the cornerstone of our country. Public and private education provides individuals with the skills to be involved, informed and engaged in our democracy.

Collective Action: We believe individuals are strengthened when they work together for the common good. As education advocates, we improve both our professional status and the quality of education when we unite and advocate collectively.

Transparency: We believe in conducting business with openness and accountability. We believe in transparency in all of our actions, policies and procedures including interactions with stakeholders, meetings, financial statements, budget reviews and audits.

Government and Civil Society Relationships

While government policies identify NGOs as important partners, the government currently hinders CITA's efforts as a trade union and CITA often faces discrimination from the Government. Reports from teachers and other members of society indicate they are fearful of joining trade unions or participating in trade union sponsored activities for fear of repercussions by the government. CITA believes that positive partnerships between the government and civil society are needed in order to take advantage of strengths that each group can offer in development efforts.



Resources and Funding

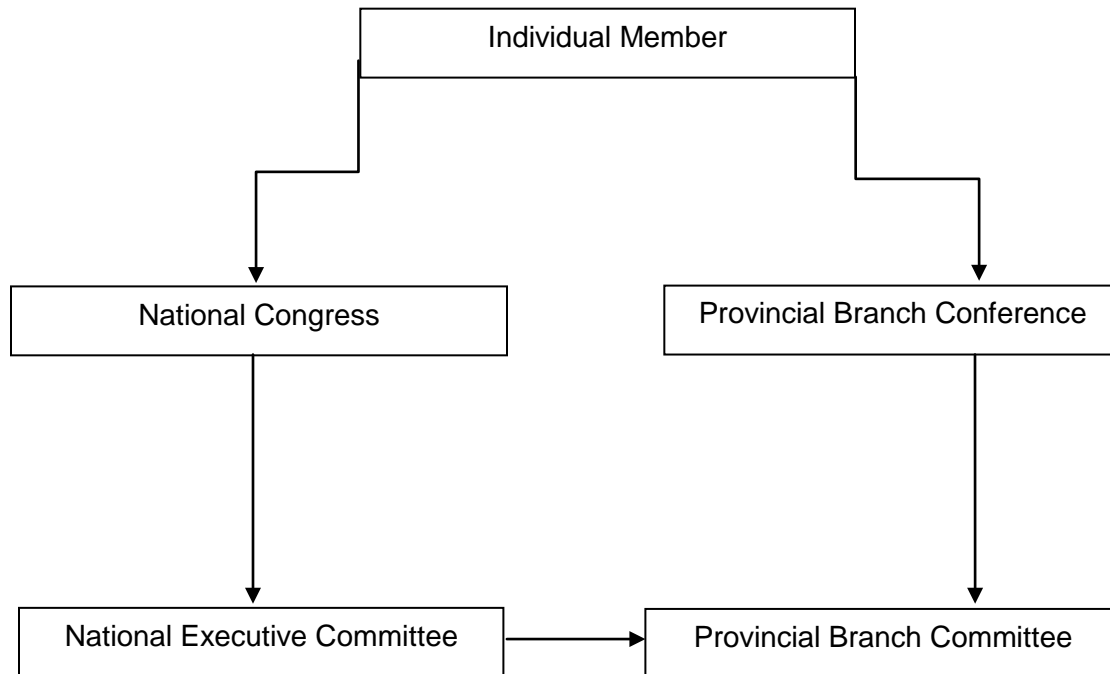
A significant amount of CITA's funds are contributed from international donors to support specific projects. In order for CITA to focus its core resources on advocacy work, CITA is committed to having a more consistent revenue stream and sustained support in order to focus its resources into educational development. CITA's goal is to have its core functions self funded through membership dues, by increasing its membership base and ensuring dues collections.

Organisational Capacity and Structure

CITA has a sound organizational structure in place, with local representatives in each province. It makes representations to all levels of the education system from the school, to district, province and up to national level. Despite CITA's presence throughout each province, CITA's members are often intimidated and have no collective bargaining rights with the MoEYS. CITA continues its work despite being denied formal recognition as a stakeholder by the MoEYS.

CITA National Structure

CITA has a National Office based in Phnom Penh which is staffed by a team of four full time staff, two part-time staff and the President who oversees daily operations. CITA members have important roles in both that national and provincial structures of CITA. At a National level CITA members can attend the National Congress and elect the National Executive Committee.



4th National Executive Committee (2009-2012)

Mr. Rong Chhun	President
Mrs. Ouk Chaiyavy	Vice President
Mr. Kourn Ngourn	General Sectary
Mr. Touch Rathany	Deputy General Sectary
Mrs. Seng Pheary	Treasure
Mrs. Kim Darany	Deputy Treasure
Mr. Chea Mony	Committee Member
Mr. Than Thol	Committee Member
Mr. May Sopheakra	Committee Member
Mr. Kang Soksan	Committee Member
Mr. Long Rim	Committee Member
Mr. Ou Noum	Committee Member
Mr. Keo Vibol	Committee Member
Mr. Chheay Thonn	Committee Member
Mr. Meas Chi	Committee Member

The National Congress

The National Congress comprises of the delegates elected at the provincial branch conference in accordance with the number of paid members in that province and the chairmen and general secretaries of the provincial branch committee.

The national congress is held every 3 years and it elects the National Executive Committee and reviews all actions undertaken by the association in the 3 years period and discusses, amend and approve program and budgets of National Executive Committee for the coming 3 years period.

The NEC

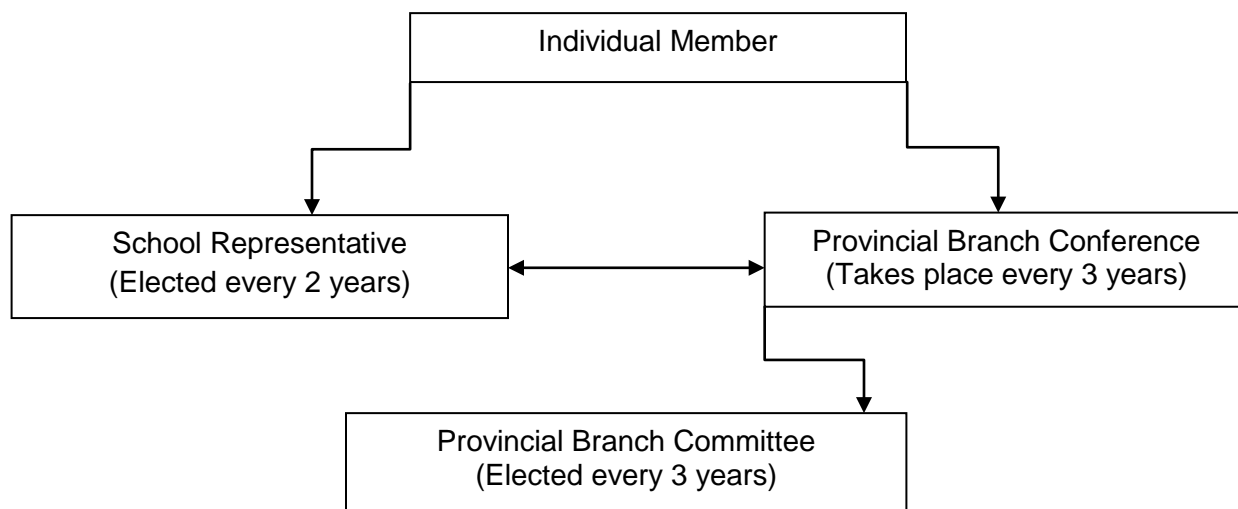
The National Executive Committee (NEC) is elected at National Congress and comprises of at least 11 members including:

- President
- Vice President
- General Secretary
- Deputy General Secretary
- Treasurer
- Deputy Treasurer
- Committee Members (five)

The NEC is the highest executing authority of the association and it can direct the branch committees to carry out approved actions. The National Executive Committee prepares by-law, forms Sub-committees, establishes offices, recruits and employs staff and clarifies the constitution when necessary.

CITA Branch Structure

CITA has provincial branches in 20 of the 24 provinces in Cambodia and has individual members in all 24 provinces. In 2012 we plan on establishing provincial branches in the remaining four provinces as the membership in these provinces grows. In addition we will plan on strengthening the school and district representative systems through the ILO Project. CITA members shall elect school representatives every two years to attend Provincial Branch Meetings. Members are also entitled to attend and vote at the provincial branch conference every three years.



Branch Conference

The Branch Conference shall be held every 3 years comprising all due paying members in the province and elected school representatives. The chairmen of branch committee shall provide over the branch conference. The conference shall review the functions of the committee, discuss and approve budget and program for the 3 year period. The conference will also elect the branch committee and delegates for National Congress.

Branch Committee

The branch committee shall comprise of at least 11 principle officers elected by the branch conference and 50% of those are women.

- President
- Vice President
- General Secretary
- Deputy General Secretary
- Treasurer
- Committee Members (six)

The branch committee shall undertake programs approved by branch conference and directed by the NEC. The branch committee shall hold the branch conference, collect dues every year and pay 30% of the dues to the association. The committee shall develop programs and budget for its province and present it to the branch conference for approval. The committee shall appoint staff from sub committees and establish office to undertake activities in the provinces.

CITA Branches 2011

CITA Provincial Branches

1. Battambang
2. Banteay Meanchey
3. Kampot
4. Kandal
5. Kampong Cham
6. Kampong Chhnang
7. Kampong Speu
8. Kampong Thom
9. Kratie
10. Otdar Meanchey
11. Pailin
12. Phnom Penh
13. Pursat
14. Prey Veng
15. Preah Vihear
16. Siem Reap
17. Savy Rieng
18. Stung Treng
19. Preach Sihanouk
20. Takeo



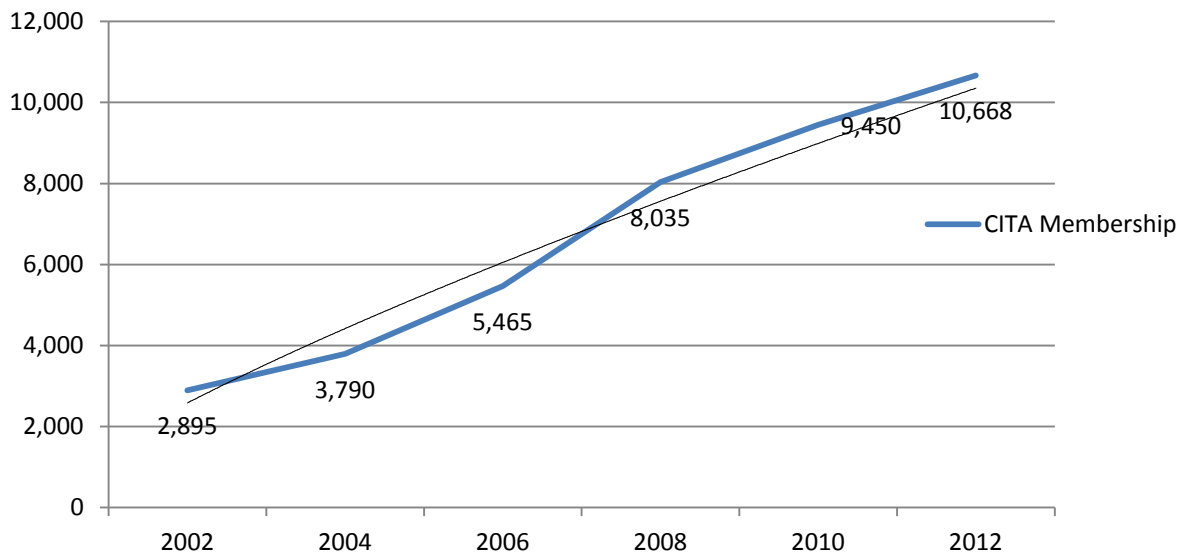
No Provincial Branches

1. Kep
2. Koh Kong
3. Mondul Kiri
4. Ratanak Kiri

CITA Membership

CITA has seen steady growth in its individual membership numbers since it was founded in 2000. At the start of 2011 the number of CITA members exceeded 10% of the total number of education personnel for the first time as CITA membership passed the 9,500 milestone. During 2011 CITA recruited three hundred new members, bringing our membership to just over 9,800. This shows a steady growth in membership although there is much greater potential for growth as we head towards 2015 and target of 15% of all teachers. In 2012 we also hope to establish branches in the four remaining provinces so that every province will have a CITA branch.

CITA Membership 2002-2012



CITA implemented a new membership dues policy in 2011 and thus far. Based on projections from all Provincial Branches Committees it is estimated that CITA membership will increase to over 10,500 by the end of 2012.

CITA Membership Recruitment Plan 2012

Provinces	Total Teachers	Membership 2011	1 st Q	2 nd Q	3 rd Q	4 th Q	Membership 2012
Battambang	6,290	737	20	20	20	20	937
Banteay Meanchey	4,244	362	16	17	16	16	412
Kampot	4,289	200	10	10	10	10	240
Kandal	8,271	801	16	17	16	16	851
Kampong Cham	8,831	1,530	35	40	40	35	1,680
Kampong Chhnang	3,001	1,027	16	17	16	16	1,077
Kampong Speu	4,094	395	5	5	5	5	415
Kampong Thom	3,808	1,233	10	10	10	10	1,273
Kratie	2,124	111	4	4	4	4	127
Otdar Meanchey	1,058	78	4	4	4	4	94
Pailin	396	150	2	2	2	2	158
Phnom Penh	8,610	325	5	7	6	7	350
Pursat	2,824	545	5	5	5	5	565
Prey Veng	5,413	209	5	7	6	7	234
Preah Vihear	1,081	180	2	3	3	2	190
Siemreap	4,245	565	20	30	40	20	675
Svay Rieng	3,718	151	5	5	5	5	171
Stun Treng	801	20	2	2	2	2	28
Preah Sihanouk	1,417	330	8	8	9	10	365
Takeo	6,168	636	7	8	8	7	696
Total	82,820	9,577 (11.5%)					10,668 (12.9%)

CITA Team

Ms. Rachana Keo | Project Assistant/Translator

I joined CITA in April 2011, as project assistant/translator responsible for assist in the writing reports and proposals for donors and attending meeting with external stakeholders, translating document, letters and reports, interpreting during meeting and other activities. I have experience in translation and interpretation with Truext Translation Service and attended several training courses or workshops related to Monitoring & Evaluation, Education and Law.

“I am very please to work with CITA that is a good and important teacher association in Cambodia. I found that I can learn a lot from capable colleagues and boss and especially participating in social activies. I will try my best to work in order to help CITA getting success with its goals.”



Mr. Sopheatra May | Membership Coordinator

I am a member of the Executive Committee and the General-Secretary of the Kandal Branch of CITA. I am responsible for managing the provincial network branch of CITA, producing member cards, and communicating with all CITA's branches. I have worked for CITA as a volunteer and member since 2002. I graduated from high school in 1996 and now I am studying for my Bachelors Degree in Educational Science.

“CITA is my perfect workplace because CITA is the only non-governmental organisation working to promote the living, dignity and rights of teachers.”



Ms. Sopheak Yem | Administrative Officer

I am the Administrative Officer of CITA responsible for supporting the general secretary and administrative affairs such as writing report, typing letter, reply email to donor, assist to preparing seminar and other tasks assigned by President or Advocacy Management Adviser. I received a Bachelor Degree in Computer Science from University of Puthisastra (UP) in 2008 and studying general English at private school.

“I am so happy and interesting with CITA because it is the independent non-partisan, non-profit, non-governmental teachers' union in Cambodia.”



Ms. Ketya Hem | Accountant

I have been working as the Accounting Officer responsible for accounting - preparing balance sheets, accounting statements, and payroll, monthly and yearly reports for all CITA projects and activities. I have graduated from the National Institute of Business, majoring in Bank and Finance, and trained at the Institute of Professional Accountant Training until June 2010. I have working with CITA since the start of 2011.

“I really enjoy working for CITA because I have not only gained good work experience but also joined an organisation working for society.”



Mr. John C. Friend-Pereira | Advocacy Advisor

I am the education policy and advocacy adviser with CITA. I have a B.A Mary Immaculate College, University of Limerick and a LL.M in International Human Rights Law from the Irish Centre for Human Rights in NUI Galway. I have worked in education policy and practice at a national and international level for over eight years. My role in CITA is to advice on policy and advocacy issues and to assist with the development of the organisation.

“I am delighted to be part of the work of CITA which is vital to the development of quality and rights based education in Cambodia. I believe that CITA will play a major role in the future of Cambodian Education.”



Donor Projects

1. ATL Project

Background

In April 2009, Mr. Rong Chhun, President of CITA, was invited to address the ATL Annual Conference. During his visit, which was supported by ATL and One World Action, discussions started between CITA and ATL regarding possible support that ATL could provide to develop CITA. These discussions highlighted the need for CITA to have support for both its basic operational costs as well activities and publications. After a study visit to CITA, ATL applied for funding to the TUC, to support a capacity development project for CITA.

Objectives

The primary objective of the ATL/CITA Capacity project supported CITA operational costs for a 12 month period. The main budget lines under operational costs included:

- Staff Costs (three full-time staff, three part-time staff)
- Office Rental
- Utilities

Through having a secure base for operational costs CITA was able to become more professional and to recruit a core group of three full-time and three part-time staff. This project also enabled CITA to become a placement partner for VSO consequently supplementing the staff team with the services of Advocacy & Management Adviser provided through VSO.

Secondary objectives relating to the project included increasing the capacity to develop and delivery advocacy and information training to CITA members at provincial level and the production of a regular newsletter and communications materials.



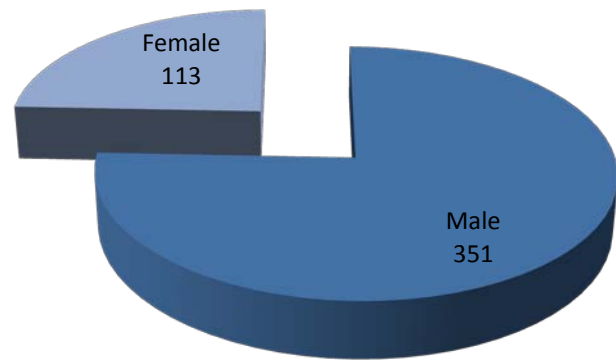
Outcomes

Project Areas	Actions	Outcomes	Impacts
Operations			
Staff Knowledge & Skills	Retain core staff through offering competitive salary	Core staff team maintained over project period	Staff are more effective and receiving ongoing training
Membership Dues	Produced membership dues collection policy & procedure	10% increase in membership dues payment by members	Branches have funds to support meetings at local level
Project Areas			
National Survey	Conducted participatory research survey	Feedback from over 700 teachers	Detailed report on teachers issues & development plan
Workshops & Events			
Membership	Recruitment drive conducted	150 new members	CITA represents over 10% of teachers
Workshops	14 workshops conducted	464 participants	CITA members aware of advocacy techniques
Events	2 events conducted - WAGCL & WTD	Over 700 participants	CITA national profile increased
Communication & Publications			
Newsletters	2 issues published	7,500 x2 newsletters	Members and public are better informed of CITA's activities and policies
Website	Regularly updated and redesigned	35% increase in website visitors	Increased awareness among stakeholders
Position Paper	Research published	100 copies distributed to education stakeholders	CITA regarded as having improved policy and research capacity, more engagement with stakeholders
Radio Show-Voice of Teacher	Regular radio show	6 shows broadcasts	Increased public awareness

Participant Profile & Feedback

“This training is useful, providing good ideas and building solidarity”

“This training makes us understand about the value of information and other events are currently happen in our society”



2. May 18th Memorial Foundation Project

Background

In March 2011, CITA applied to the May 18th Memorial Foundations' Grant for Democracy and Human Rights Projects Overseas 2011. The application was successful and the May 18th Foundation provided \$2,400 to CITA.

Objectives

This project's objective was to enable teachers to become catalysts for democratic reform through attending a national three day Training for Trainers (TOT) workshop to build their advocacy and training skills. Training and forums to voice concerns enables CITA to consolidate and strengthen its activities at a grassroots level and empower teachers to become active stakeholders in the education system and its reform. This project informed of their rights and responsibilities and receive the advocacy training they need to successfully engage with the government.

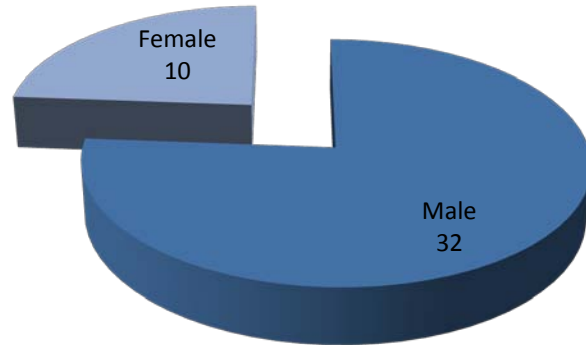
Outcomes

One hundred issues of a comprehensive Education Advocacy Handbook were published in Khmer and English. The handbook provides an introduction to Education Law and Policy, Theory of Advocacy and a range of Participatory Advocacy exercises. Over forty teachers attended a three day Advocacy Training for Trainers workshop in Phnom Penh and received certificates in Advocacy Training.

Participant Feedback & Profile

“This training is very excellent and we want to get continued help from president.”

“This exercise helps us seek out solution to the problems teacher faces”



3. ILO Project

Background

In August 2011, Mr. Pong-Sul Ahn the ILO Senior Specialist for Workers Activities (ILO-DWT) conducted a study visit to the CITA office and discussed the work of CITA and how the ILO may be able to assist. In September CITA submitted a project proposal to the ILO consisting of three board strands of activities.

- Organisational Development
- World Teachers Day
- Advocacy Awareness

Objectives

Project Components	Component Objectives
Organisational Development	Publish Organisation & Management Handbook
	Provide training for branch committee members
	Pilot new organisational structure in three provinces
Advocacy Awareness	Provide advocacy training to 600 members
	Local training to be delivered
World Teachers' Day	Support World Teachers' Day Celebrations
	Launch "Give Teachers A Voice" Campaign

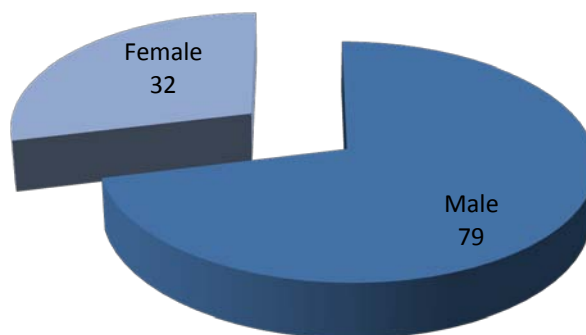
Outcomes

There have been three workshops and one major public event in 2011 and it is planned that 20 provincial workshops will take place under the Advocacy Awareness and Organisational Development Strands in the first half of 2012.

Participant Feedback & Profile

"We now know how to conduct training at local level."

"It is good because participants are aware of how to write project proposal and prepare training plans"



4. CIVICUS Project Background

CIVICUS Cambodia is the partner of the on-going Speak Truth to Power project (a program of the Robert F. Kennedy Centre for Justice and Human Rights). *Speak Truth to Power* (STTP) is a multi-faceted global initiative that uses the successes and experiences of selected human rights defenders from around the globe as educational materials. CITA was an implementing partner on the STTP project and provided advice on the translation of the Speak Truth to Power book as well as providing training to teachers based on the STTP human rights education curriculum.

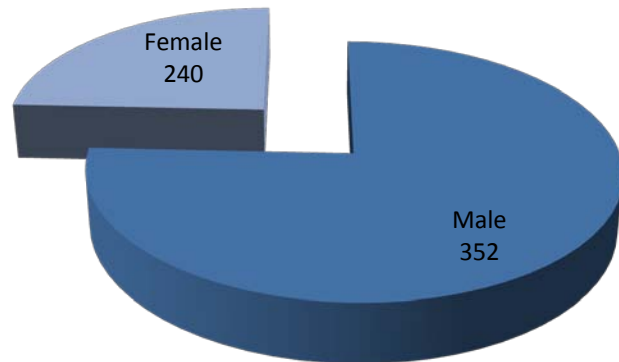
Objectives

Project Components	Component Objectives
Book & Photo Exhibition	The <i>Speak Truth to Power</i> book by Kerry Kennedy portrays the stories of courageous human rights defenders. It was translated into Khmer and a photo exhibition was designed by Pulitzer-Prize winning photographer, Eddie Adams.
Play	<i>Speak Truth to Power: Voices from Beyond the Dark</i> , written by Ariel Dorfman, was performed in Phnom Penh.
Human Rights Educational Curriculum	The curriculum includes the stories of the <i>Speak Truth to Power</i> defenders. It is a tool kit for change, inspiring students to make a difference in their classrooms, communities, and countries.

Participant Feedback & Profile

“This training gives us various ideas from different peoples”

“The training makes us have strong power in seeking out solution of the problems that we face”



Activities

During 2011 CITA was involved in activities relating to the themes of human and trade union rights, advocacy training, membership recruitment, awareness raising and education policy and law. There were three broad types of activities in 2011 including: Campaigns & Lobbying and Individual Cases.

Campaigns & Lobbying

CITA was involved three major national campaigns during 2011 which highlighted the issues of women and girls educations, ending child labour, teachers' rights and increasing the participation of teachers in education policy. There were also a wide range of meetings with various education stakeholders.

Global Action Week for Education 2011

The theme of the 2011 Global Action Week for Education was '*Liberate Women and Girl's Voices*'. The campaign focused on the message that Women and Girls education are keys to ensuring society can overcome the numerous challenges that it currently faces in the twenty-first century. The GAW activities were coordinated by the Global Campaign of Education Committee in Cambodia which provided some support to CITA's events.

CITA organised an essay writing competition and public speeches on the theme of the GAW in Kandal Province and Kampong Cham Province. The essay writing competition had over fifteen entries from each province and public speeches involved the wider school community.



World Day Against Child Labour

The theme of the 2011 World Day Against Child Labour was 'Children in Hazardous Work'. On Cambodia the WDACL campaign was coordinated by the ILO and CITA contributed directly to a number of campaign events.

CITA published 'A Resource Pack for Teachers and Educators', this pack was based on materials developed by Education International and the ILO and included class-room activities and lessons that teachers could use to raise the issue of child labour and in particular children in hazardous work. Over 1,000 of these packs were distributed to CITA members and other stakeholders for use ahead of WDACL.

CITA also participated in the Children's Rally and organised for participants at the child speakers' event which provided former child labourers the chance to talk about their experiences and the importance of education in improving their lives.



World Teachers' Day

CITA was the lead organisation for World Teachers' Day 2011 and we used the event to launch the CITA 'Give Teachers' A Voice' campaign. CITA received funding from the ILO, EI, KFTA, INTO, AFT and ATL to organise our World Teachers' Day celebration. This included the publication of special issue of the CITA Newsletter and other information material related the 'Give Teachers' A Voice' Campaign.

The campaign had three objectives to call for a increase in teachers basic salaries, to call for the implementation of ILO Conventions 87 & 98 for Teachers in Cambodia and to increase the participation of teachers in education policy and development.

The highlight of the campaign was the celebration and march that took place in on October 5th. Over seven hundred teachers, parents and students gathered to hear speeches from the ILO, members of parliament and civil society before marching to the Ministry of Education, Prime Minister's Office and National Assembly to submit petitions detailing our issues.



Lobbying

Key Meeting in 2011	Topic/Outcome
CITA Board Meeting	Discussed & agreed CITA Position Paper, Strategic Development Plan, Research and Advocacy Strategy for 2011.
UK, French & Swedish Embassies Representatives	CITA Representatives briefed the diplomatic representatives on the Draft Trade Union Law.
CITA Board Meeting	Discussed how to deal with the funding. Agreed that each branch should be given membership recruitment and membership dues targets.
USAID Representatives	Briefed the USAID representatives about the work of CITA. Discussed past support and possible future projects or support that USAID may be able to provide.
NEP & Action Aid International	CITA Representatives made a presentation about CITA and discussed education in Cambodia and the Promoting Rights in Schools Project.
BETT Conference: Evaluation of BETT Project	CITA Representatives attended the conference CITA received a complete set of BETT ELP materials for grades 1 and 2.
UN Special Rapporteur	CITA Representatives briefed to the UN SR for Cambodia on the Draft Trade Union Law and three cases involving teachers. The issues we raised received media coverage.
EDUCAM	CITA Representatives presented the CITA Position Paper on Teachers' Salaries and CITA National Survey to the EDUCAM members.
Education International	CITA President attended Education International 6th World Congress in South Africa.
EI & FES: Regional TURN Seminar	CITA presented a review of CITA activities as part of TURN national plan and drafted the Cambodian National Plan for Teachers' Union in Cambodia.
RUPP Seminar on Masters of Education Program	CITA Representative attended workshop at the RUPP hosted by the M.Ed program. Received information about the M.Ed program and various research papers.
Education International National TURN Seminar	CITA Provincial Leaders attended training course as part of the TURN project on Union Organisation and Skills.

Case Studies

Lobbying on Teachers Pay

Teachers' pay has long been an issue of concern for all NGO's, Donors and CITA. Indeed it has been the single biggest campaign issue for CITA since 2004. Much of the campaigning on this issue was reactive lacked sound research or proposals on how teachers' salaries could be increased.

In 2008 a major research project was carried out by VSO and NEP and involving many education stakeholders including CITA. This research highlighted that salaries were one of the major issues for teachers. The research was also part of national and international campaign including the formal presentation of the research to the Ministry of Education.

Through extensive lobbying at all levels by numerous organisations including CITA, VSO and NEP the government agreed to implement an annual increase of 20% to teachers' salaries starting in 2009 and so far this target as been achieved each year.

Further Information:

www.cita.org.kh/english/education.html

<http://ddp-ext.worldbank.org/EdStats/KHMdprep08.pdf>

www.vsointernational.org/where-we-work/cambodia.asp

www.nepcambodia.org/

Teachers' Pensions delayed for a Year

In February 2011, CITA was contacted by three retired teachers in the Ba-Phnom District of Prey Veng province. The teachers had been retired for over a year but had still not received their pension payments. CITA assisted the teachers in contacting both the Ministry of Education and Ministry of Social Affairs about the case and complaint was filed with the Ministry of Social Affairs on 28th of February.

When there was no reply from either the Ministry for Social Affairs or Ministry of Education, CITA organized a public campaign and highlighted the case in the media. This resulted in the Ministry of Social Affairs making a public statement on the matter and the three teachers received back-dated payments for the 14 months that they had been retired.

Further Information:

www.cita.org.kh/english/education.html

Mr. Chhin Rithy

In August, 2011 the appeal case of Mr. Chhin Rithy came before the Court of Appeal in Phnom Penh more than two years after the first court hearing in Svay Rieng. The case goes back to a 2009 complaint that Mr. Chhin Rithy, a teacher at Neak Loeung Secondary School and CITA provincial president made against Mr. Yoeun Sovuthy the school director alleging that Mr. Yoeun Sovuthy had sold some school land to Mr. Pang Samnet without authorization and had not given the proceeds from the sale of land to the school.

Mr. Chhin Rithy alleged that in 2000, Mr. Yoeun Sovuthy, asked Mr. Pang Samet to build a 21m² chicken cage close to the school. It was at this time that Mr. Pang Samet extended the wooden fence of his property closer to the school thus encompassing an additional 128.4m² of land. In April, 2009 Mr. Chhin Rithy logged a formal complaint and petition signed by over 200 teachers and community members in Peamror district supporting the allegations with the provincial office of education and investigation was conducted but no resolution found.

At this time Mr. Yoeun Sovuthy logged a case of defamation against Mr. Chhin Rithy. The defamation case was heard on November, 2009 and Mr. Chhin Rithy was ordered to pay 10,000,000 Riel in damages. He logged his appeal against this decision it was heard at Phnom Penh Court of Appeal and will now go to Supreme Court. Throughout this period CITA has worked with Education International and human rights NGO's to highlight Mr. Chhin Rithy's case and ensure that he was given a fair hearing in the courts. This included letter writing campaigns to the MoEYS and online petition.

Further Information:

www.ipetitions.com/petition/chinnrithycase/

www.licadho-cambodia.org/articles/20091208/102/index.html

www.cita.org.kh/RongChhunNews.html

Publications

In 2011 CITA produced a number of publications ranging from research and position papers to classroom activities packs and advocacy handbook for trainers.

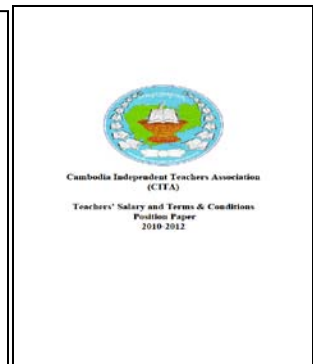
- **Quarterly Newsletter**

CITA published a quarterly newsletter in 2011 with a print run of over seven thousand for each issue. The newsletter was distributed to all provinces, provided information on CITA's workshops, campaigns events and policies. The newsletter is the primary publication aimed at CITA members and is used to raise public awareness of the issues on which CITA advocates.



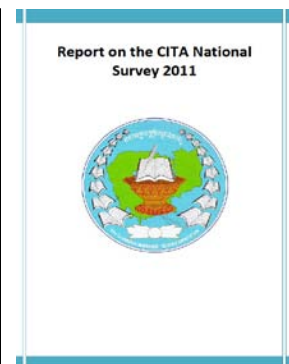
- **Position Paper on Teachers' Salaries, Terms & Conditions**

In January, CITA published the first in series of position papers on education issues in Cambodia. The first of these position papers covered the theme of 'Teachers' Salaries, Terms and Conditions. The paper presented the current issues impacting on teacher salaries, offered regional comparisons and offered over fifteen recommendations for reforms in teacher salaries, terms and conditions.



- **National Teacher Survey**

Between January-March CITA conducted a National Teacher Survey with over seven hundred respondents from seventeen provinces and from teachers at all education levels. The survey had the largest sample size of any recent research. The main issues of the survey were teachers perceptions of challenges they face and teacher awareness of education policies. In March, a full report on the survey was published and press conference held. The research has been welcomed by education stakeholder and referenced by other stakeholders.



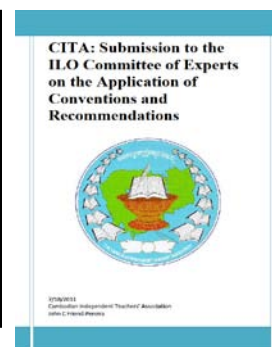
- **Classroom Activities and Resources for World Day Against Child Labour**

In June CITA published a Classroom Activities and Resource Pack for teacher in order to support the World Day Against Child Labour. The pack included general information and range of classroom activities for suitable for different age groups for teachers to use in the class-room to address the issue of child labour. One thousand copies of the pack were published and distributed to CITA members and to CITA's partners in World Day Against Child Labour Campaign.



- **Submission to ILO CEACR**

In July, CITA was invited by Education International to prepare a report on Teachers' Rights under the ILO Conventions 87 and 98 for submission to meeting of the ILO CEARD. This report outlined the current violations of the ILO conventions which the Cambodian Government as ratified and highlighted the failure of Government to address these violations despite recommendations from various organs of the ILO.



- **Cambodia Country Report for ASEAN Council of Teachers Conference**

In August, CITA was invited to present a country report for the ASEAN Council of Teachers Conference which took place in Bangkok, Thailand. The ACT is non-governmental organisation which represents the teacher organisations in the ten ASEAN members. The theme of the conference was 'The Role of ASEAN Council of Teachers towards ASEAN Community 2015'. The CITA country report covered four areas:

- The Ministry of Education Role in Teacher Preparation towards the ASEAN Community 2015
- Trends & Policies in Developing Teachers' Knowledge & Skills
- Professional Qualification and Status of Teachers
- Enhancing Cooperation of Teachers' Organisations for ASEAN Community 2015



- **Worlds of Education**

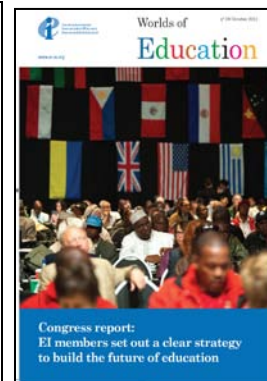
In the October issue (no. 39) of Education International's magazine Worlds of Education, CITA published two articles on the following topics:

South East Asia: Teachers Support Interregional Cooperation

This short article explored the role of ASEAN Council of Teachers in ensuring interregional cooperation between teachers' organisations through hosting regional conferences, conducting research and sharing information.

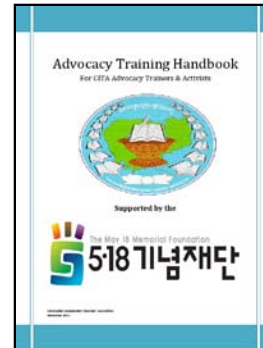
Cambodia: Implementing Teachers' Labour Rights

This article reviewed the status of Teachers' Labour Rights in Cambodia in the context of the draft law on NGO's and Associations and the draft law on Trade Unions that are currently been considered by the Cambodia Government. The article also highlighted the failure of the Cambodian Government to implement ILO conventions in relation to teachers.



- **Advocacy Handbook Training for Trainers**

In December, CITA published an Advocacy Handbook for Trainers and Activists as part of the May 18th Memorial Foundation Project. The handbook provides an introduction to Education Law and Policy, Theory of Advocacy and a range of Participatory Advocacy exercises for use by CITA advocacy trainers at district and provincial level.



All CITA publications are available from the CITA website www.cita.org.kh or by contacting the CITA office at cita@online.com.kh

In the Press



1 st Quarter	
Publication	Topic
Cambodia Daily	Teachers lodge complaint of graft against school director
Cambodia Daily	B'Bang University Rector Accused of Corruption
Cambodia Daily	Teachers Vent Frustration after payment day
Cambodia Daily	Labour Fears Draft law will Cripple Unions
Phnom Penh Post	CITA Seeks Education Policy Role
2 nd Quarter	
Reaskmey Kampuchea	Three Tachers Requested to Prime-minister and Minister of Education Youth and Sport Giving Justice
Reaskmey Kampuchea	Three Problems Facing for Teacher
VOD	Opening Salaries late for Teachers
RFA	Poverty Improve the Children Throw out Study
RFA	Mr. Rong Chhun requests for meeting with Minister of Education
RFA	High School and Secondary School Exams





3rd Quarter	
Publication	Topic
VOD	CITA to raise education issues at EI Congress in South Africa
Cambodia Daily	Reports of cheating and bribery denied by Education Ministry
Cambodia Daily	Ministry Admits some Exam Proctors were bribed
RFA	Increase in corruption of High School Exam
VOA	Municipality of Phnom Penh confused about campaign for world teacher day
4th Quarter	
Phnom Penh Post	Teachers march for Respect
Cambodia Daily	Teachers' march to Ministry blocked by police
VOD	The ILO Request to Ministry of Education Youth and Sport Get CITA is Partner in Education Feild
Phnom Penh Post	Defamation Case: Prey Veng CITA Official loses appeal
Cambodia Daily	Education Overhaul needed to grow economy
RFA	The CITA request to Ministry of Education Youth and Sport
Phnom Penh Post	Teachers claim exam graft
Cambodia Daily	Observers call for inclusion of civil servants in Union law
VOD	CITA request to Ministry of Education for intervention into late salaries in Batay district
Cambodia Daily	Students faint in slew of separate incidents at schools
FPM Online	Mr. Rong Chhun requests Ministry of Education Youth and Sport review results exams for teachers
FPM Online	CITA push Ministry of Education Youth and Sport investigated about case of student fainted
Phnom Penh Post	CITA requests inquiry
Phnom Penh Post	Teacher in Takeo cries foul over firing
Phnom Penh Post	Students struggle to stay afloat after floods
Phnom Penh Post	Schools face book deficit
FPM Online	CITA request to Prime-minister cancel for exchange building
Phnom Penh Post	Unions seek changes to labour law

The Year Ahead

In the first half of 2012, CITA will be complete the activities for the ATL, CIVICUS and ILO projects. These include:

- Six Advocacy and Membership Workshops
- Four Human Rights Education Workshops
- Twenty provincial level Advocacy & Education workshops
- Two National Workshops.

Through these workshops we aim to improve the skills and knowledge of 1,000 teachers.

In addition to providing a comprehensive range of training activities, CITA will also continue to increase its number of publication and research activities. In the first quarter of 2012 CITA will publish:

- Organisation & Management Handbook
- Two Editions of the CITA newsletter
- Teacher Training Position Paper
- Education Financing Position Paper
- 3rd National Survey on Teachers

From February 2012 onwards CITA will be actively seeking project partners to support our work in the following key areas:

- Organisational Development
- Advocacy, Communications & Research
- Membership Recruitment
- Advocacy Training
- In-Service Training



CITA will continue establishing new branches in the remaining four provinces and strengthen the development of the district and branch structures throughout the country. We also have detailed recruitment strategy which aims to increase the CITA membership to over 10,500.

The Give Teachers a Voice Campaign will continue into 2012-2013 and it is in this context that CITA as the largest representative organisation for teachers in Cambodia will seek to engage with all education stakeholders to lobby for the realisation of the following three objectives:

- **Reform Teachers Salaries, Terms and Conditions**
 - a) Monitor government implementation of 20% salary increase for teachers
 - b) Campaign for increase in the basic salary of teachers to meet the cost of living
 - c) Campaign for direct payment of teachers' salaries through the banking system

- **Promote Teachers Right to Participation in Education Policy & Development**
 - a) Campaign for Teacher participation in decision making at the school, provincial & national levels
 - b) Lobby for CITA representation at Education Forums such as the ESWG, GPE & Education Congress

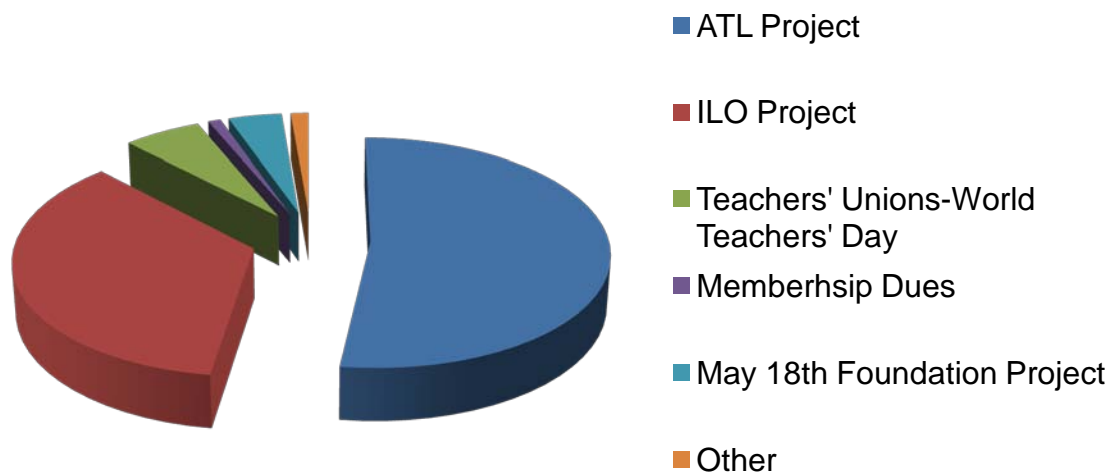
- **Promote Teachers Labour Rights Especially Collective Bargaining**
 - a) Submit reports through ILO and Human Rights mechanisms on Teachers Labour Rights
 - b) Campaign for inclusion of teachers and civil servant in the draft trade union law
 - c) Promote teacher awareness of their labour rights

The importance of education to the social, economic and civic development of Cambodia is widely accepted. It is in this context that CITA as the largest representative organisation for teachers wants to engage with all education stakeholders to ensure that the Cambodia people are provided with an education system which empowers them to realise their full social, economic and civic potential in the twenty-first century. We hope that you will join with us as we strive to achieve these ambitious plans in 2012.

Financial Report

In 2011, CITA substantial increased its turnover to more than \$53,000, through project funding from diverse selection of donors, including, teachers' union, labour, education organisations and human rights organisations as illustrated in the table below.

Income Sources 2011



CITA continued to be highly efficient in directing our income towards activities with over 75% of all funding used to support project activities, publication and training and less than 25% allocated to administrative and organisational costs. This illustrates that CITA can provide training to more than 1,000 teachers on topics ranging from Advocacy and Education Law to Organisational Management and Human Rights Education.

A continuing weakness in CITA income streams is the heavy reliance on primary donors to contribute to the administrative and organisational costs. In 2011, ATL covered 95% of these costs, with other sources making the remained. CITA will continue to focus on increasing the income from membership dues in 2012. The target for 2011 is for membership dues to cover 10% of the operational costs, with this amount increasing significantly over the next three years to a 50% of operational costs. The triennial congress will also consider increasing membership dues from 2013 onwards. Other possible income streams for CITA in 2012, include the provision of research and dissemination services to other education organisations and charging non-members a nominal amount to attend training and receive publications, although the feasibility of both these needs to be examined.

Revenue & Expenditure 2011



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Revenue and Expenditure for 2011

No	Doner	Descriptions	Revenue	Expenditure
1	ATL	Staff cost		\$ 8,325.00
		Administration		\$ 2,827.43
		Communication & Publications	\$ 31,882.00	\$ 3,042.30
		Publications		\$ 1,575.00
		Workshops & Events		\$ 6,195.16
		Revenue & Expenditure	\$ 31,882.00	\$ 21,964.89
		Sub Total		\$ 9,917.11
2	ILO	National Advocacy Training for Trainers		\$ 2,096.30
		World Teachers' day		\$ 2,995.00
		Organization and Management Training for Provincial President & Committee Members	\$ 16,220.00	\$ 2,178.88
		Pilot Branch Advocacy and Information Workshop		\$ 1,079.05
		Revenue & Expenditure	\$ 16,220.00	\$ 8,349.23
		Sub Total		\$ 7,870.77
3	18-May	National Advocacy Training for Trainers	\$ 2,400.00	\$ 2,136.75
		Copy Machine		\$ 263.25
		Revenue & Expenditure	\$ 2,400.00	\$ 2,400.00
		Sub total		\$ -
4	INTO	World Teachers' Day	\$ 500.00	\$ 500.00
		Revenue & Expenditure	\$ 500.00	\$ 500.00
		Sub Total		\$ -
5	EI	World Teachers' Day	\$ 684.00	\$ 684.00
		Revenue & Expenditure	\$ 684.00	\$ 684.00
		Sub Total		\$ -
6	AFT	World Teachers' Day	\$ 960.00	\$ 960.00
		Revenue & Expenditure	\$ 960.00	\$ 960.00
		Sub Total		\$ -
7	KFTA	World Teachers' Day	\$ 465.00	\$ 465.00
		Revenue & Expenditure	\$ 465.00	\$ 465.00
		Sub Total		\$ -
8	Membership Dues CITA	Telephone fee	\$ 189.90	\$ 142.43
		Revenue & Expenditure	\$ 189.90	\$ 142.43
				\$ 47.47
		Total Revenue & Expenditure	\$ 53,300.90	\$ 35,465.55
		Balance Revenues and Expenditure		\$ 17,835.35

* Note: 30% of membership due collection was spent for telephone fee of CITA head office and 70 % keep for its branches.

Approved by:

Certified by:

Name: Rong Chhun

Name: Hem Ketya

Position: President

Position: Accountant

Date: 26.01.2012

Date: 26.01.2012

អាសយដ្ឋាន: ផ្ទះលេខ៥៤អីហ្ស៊ូ ផ្លូវលេខ៩៩ សង្កាត់បឹងកេងកង៣ ខណ្ឌចំការមន រាជធានីភ្នំពេញ
Address: #54Eo, St.95, Sangkat Boeung Kengkang3, Khan Chamkamon, Phnom Penh, Cambodia
Tel/Fax: (855-23) 217 544, H/P: 012 930 706 E-mail: CITA@online.com.kh; www.cita.org.kh