



CDRI

Cambodia's Leading Independent
Development Policy Research Institute

របាយការណ៍ប្រចាំឆ្នាំ

ANNUAL REPORT

CDRI

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Cambodia's Leading
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Policy Research Institute

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Development Policy Research
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សេចក្តីប្រកាសបេសកកម្មរបស់ វិបសអ

ក្នុងលក្ខណៈជាវិទ្យាស្ថានឯករាជ្យមួយរបស់កម្ពុជាខាងការស្រាវជ្រាវពីគោលនយោបាយអភិវឌ្ឍន៍ វិបសអ មានបេសកកម្មចូលរួមចំណែកដល់ការអភិវឌ្ឍប្រទេសកម្ពុជាប្រកបដោយចីរភាព និងការលើកកម្ពស់សុខុមាលភាពរបស់ប្រជាពលរដ្ឋកម្ពុជា តាមរយៈការស្រាវជ្រាវមានគុណភាពខ្ពស់ពីគោលនយោបាយអភិវឌ្ឍន៍ ការផ្សព្វផ្សាយចំណេះដឹង និងការកសាងសមត្ថភាព ។

វិបសអ ប្រឹងប្រែងបំពេញបេសកកម្មនេះ ដោយធ្វើការងារជាដៃគូជាមួយស្ថាប័នសាធារណៈ និងសង្គមស៊ីវិលកម្ពុជា ស្ថាប័នអភិវឌ្ឍន៍ក្នុងតំបន់ និងពិភពលោក និងដោយគោរពដល់សមត្ថភាពរបស់ប្រជាពលរដ្ឋ និងស្ថាប័នកម្ពុជា ចំណេះដឹងនិងបទពិសោធន៍ក្នុងស្រុក ព្រមទាំងប្រវត្តិសាស្ត្រ និងវប្បធម៌របស់ប្រទេសកម្ពុជា ។

ABOUT US

CDRI's Mission

As an independent Cambodian development policy research institute, the mission of CDRI is to contribute to Cambodia's sustainable development and the well-being of its people through the generation of high quality policy-relevant development research, knowledge dissemination and capacity building.

CDRI works to achieve this mission in partnership with Cambodian public institutions and civil society, and their regional and international development partners, with respect for the capacity of the Cambodian people and their institutions, for the value of local knowledge and experience, and for Cambodia's history and culture.

What We Do

CDRI produces independent, objective, high quality policy-relevant development research, to maximise its accessibility to policy makers, influencers and stakeholders, and to have it affect policy in five interrelated areas that are key for Cambodia's sustainable development:

- economy, trade and regional cooperation;
- poverty reduction, agricultural development and rural livelihoods;
- democratic governance and public sector reform;
- natural resources and the environment;
- human security, peace building and conflict transformation.

CDRI undertakes its programmes and projects in partnership with Cambodian government agencies and their international development partners, other research and tertiary education institutions and civil society organisations. To support its research and capacity building, it also offers library, information and publishing services, and both hosts and participates in local and international conferences, seminars and training programmes on development issues.

Located in the Phnom Penh suburb of Tuol Kork, CDRI has 74 staff including management, professional and technical staff, administrative and support staff, of whom 69 are Cambodian. CDRI has a strong commitment to the capacity development and professional skills of its staff, many of whom, after being trained at CDRI, go on to contribute to other Cambodian and international organisations involved in their country's development.



CDRI's main building: view from the front gate

MESSAGE FROM THE EXECUTIVE DIRECTOR



Larry Strange, executive director

I am pleased to introduce CDRI's 2007–08 Annual Report, my fifth as executive director, and one coming at the mid-point in our 2006–10 Strategic Plan. In the past year, CDRI's programmes and research projects, staff numbers and financial resources have grown, building CDRI's profile, reputation and output, but also identifying areas where our performance, capacities and systems must be strengthened.

In February 2008, CDRI and ANZ Royal again partnered in the organisation and co-hosting of the Cambodia Outlook Conference on the theme "Mobilising Cambodia's Resources—Human, Natural, Financial—for Quality Development, Growth and Prosperity". In his opening keynote address, Prime Minister Hun Sen again stressed the value of such an annual conference, bringing together some 250 invited leaders from government, the private sector, civil society and the development and research communities, to discuss progress and challenges in Cambodia's development, with a particular emphasis on issues of concern to the private sector, and to generate policy recommendations and ideas for action. Since the 2008 conference, CDRI and ANZ Royal have entered into an agreement to co-host an annual Cambodia Outlook Conference each year from 2009 to 2011.

CDRI's research programme has had a year of significant achievement: completion and dissemination of two major poverty studies, contributing to a better knowledge and

understanding of the dimensions and dynamics of poverty and its alleviation in Cambodia; deepening work on sub-regional and regional economic integration on trade, labour migration and agricultural production and marketing; a close engagement with policy makers and other actors in Cambodia's decentralisation and deconcentration reforms, and research on governance issues such as accountability and leadership in local politics; major work on water resource management and research capacity building, the role of tropical forests in poverty reduction and the environmental implications of hydro-power development; and new exploratory research work on social issues such as child poverty and youth migration. It has also been a busy year for the Conflict Prevention in Cambodian Elections (COPCEL) programme, at both the national and provincial levels, as we move closer to the national election in July 2008, and for CDRI's peace building and conflict resolution training courses in Phnom Penh and selected provinces.

Over the past year, we have been able to improve access to international research knowledge and resources, with increased internet speed, expansion of library holdings on key development research issues and access to on-line journals through our partnership with IDRC. We have also expanded our support for staff to undertake postgraduate study in PhD and masters programmes in Cambodia, Singapore, the Philippines, Japan, Australia, Sweden and the USA, and offered a broader range of in-house intensive short courses on research methodologies.

We are currently conducting a mid-term review of our 2006–10 Strategic Plan, and working with the Swedish International Development Agency (Sida) on a mid-term review of Sida's current support which includes support for both the governance programme and core operating costs. These reviews will help CDRI assess its performance against its strategic goals and performance indicators, its strengths and weaknesses, and identify action that should be taken to further improve the quality of our research, and its impact on development policy in Cambodia, to build the capacity of our researchers, and to strengthen our longer term resource base. The Sida-DFID model of support, which provides resources to a major CDRI research programme, and also contributes to core operating costs, human resource capacity building and institutional strengthening, will be promoted to other resource partners.

Following a formal performance assessment by the CDRI Board of Directors, I was pleased to accept an extension of my appointment as executive director of CDRI until the end of 2010. It is both an honour and pleasure to be able to serve CDRI and Cambodia in this very challenging role. I would like to express my sincere thanks to the CDRI Board of Directors, particularly its chair, H.E. Dr Hang Chuon Naron, and to my CDRI colleagues and our partners, for their support and guidance, and look forward to working with them over the next three years.



Larry Strange
Executive Director, CDRI
June 2008



*CDRI board meeting:
(top from left)
Mr Larry Strange,
H.E. Dr Hang Chuon Naron,
Mr Chan Sopha,
Ms Moudda Billmeier and
Mr UNG Sirn Lee*



*(bottom from left)
Ms Carol Strickler, Dr Hossein Jalilian,
Dr Jayant Menon and
Mr Noritada Morita*

February 2008

MAJOR ACHIEVEMENTS

2008 Cambodia Outlook Conference: A CDRI-ANZ Royal Partnership

The 2008 Cambodia Outlook Conference, hosted by CDRI and ANZ Royal, was held in Phnom Penh on 28 February 2008. This second conference, a unique partnership between a leading development policy research institute and a leading bank, brought together some 250 invited leaders from government, the private sector, civil society and the development and research communities, to discuss progress and challenges in Cambodia's development, with a particular emphasis on issues of concern to the private sector, and to generate policy recommendations and ideas for action.

The 2008 conference theme was “Mobilising Cambodia's Resources—Human, Natural, Financial—for Quality Development, Growth and Prosperity”. There were five session topics:

- Cambodia: A 2008 Macro View—Key Indicators, Major Development Challenges, Our Region, the Private Sector
- Making the Most of Cambodia's Natural Resources—Forests, Fisheries and Minerals
- Making the Most of Cambodia's Human Resources
- Cambodia 2008 and Beyond: Public-Private Partnerships as Drivers of Quality Development, Growth and Prosperity
- Making the Most of Cambodia's Natural Resources—Land, Property, Real Estate, Productive Land Use and Development.

Prime Minister Hun Sen, in his keynote opening address, emphasised that a decade of peace



Prime Minister Hun Sen delivering his keynote address to the Cambodia Outlook Conference, February 2008

MAJOR ACHIEVEMENTS

and stability has enabled Cambodia to achieve impressive growth, with strong economic and social development, including a substantial reduction in poverty, increased government revenues and improved infrastructure, health and education. However, he also conceded that the rapid transition to an open market economy meant continuing challenges for the government and its development partners, particularly the challenge of inequality and uneven distribution of the fruits of growth. He highlighted natural resource management challenges, land conflicts and a still limited human resource capacity, with a mismatch of skills and labour market demand, especially for the booming but still underdeveloped private sector, as priorities for the next stage of Cambodia's development.

Since the 2008 conference, CDRI and ANZ Royal have entered into an agreement to co-host an annual Cambodia Outlook Conference in 2009 to 2011. CDRI's *Cambodia Development Review*, April–June 2008, contains articles based on the conference themes. The conference programme and presentations are available on CDRI's web site, www.cdri.org.kh.

Other Major Achievements

- **Programme Expansion and Institutional Growth:** CDRI's programmes, staff numbers and financial resources expanded further in 2007, on the one hand building CDRI's profile, reputation and output, but on the other identifying areas where performance, human resource capacity or systems must be strengthened.
- **Finance:** In 2007 financial performance improved over 2006, with a modest surplus current account and a modest contribution to reserves.
- **Extension and Expansion of Sida-DFID Support 2008–10:** Sida and DFID have confirmed their extension and expansion of joint support for CDRI from 2008 to 2010, for both the Democratic Governance and Public Sector Reform Programme, and for core operating, capacity building and institutional strengthening costs. Sida will conduct a mid-term review of its support later in 2008.



Session 1: Presentation by H.E. Dr Hang Chuon Naron, secretary general, Supreme National Economic Council, Ministry of Economy & Finance, chair of CDRI Board of Directors, with Dr Hossein Jalilian, CDRI research director and Professor Zhang Yuyan, director, Institute of Asia-Pacific Studies, Chinese Academy of Social Sciences



Session 3: Facilitated by H.E. Dr Ing Kantba Phavi, Minister for Women's Affairs, with H.E. Pich Sophoan, Secretary of State, Ministry of Labour and Vocation Training and Mr Chan Sophal, CDRI Senior Research Manager

- **CDRI Poverty Studies:** In 2007 CDRI completed and disseminated the findings of two major studies, contributing to a better knowledge and understanding of the dimensions and dynamics of poverty and its alleviation in Cambodia—the Moving Out of Poverty Study with the World Bank, and the Participatory Poverty Assessment of the Tonle Sap with the ADB. Another round of the MOPS is now in train with further support from the World Bank.
- **Research Project-Partnership opportunities:** In 2007–08 CDRI entered into several new research project partnerships:
 - Natural and Social Environment Survey for the Master Plan Study of Hydropower Development in Cambodia, a three-month survey funded by JICA;
 - Cost-Benefit Analysis of Rubber Plantation

Development in Cambodia, a one-year project funded by EEPSEA;

- Tropical Forests for Poverty Alleviation, a three-year partnership with the University of Copenhagen's Centre for International Forestry Research and institutes in Ghana and Burkina Faso, funded by Danida;
- China's Impact on Poverty Reduction in the GMS, a new Development Analysis Network (DAN) project, funded by the Rockefeller Foundation for 2008–10;
- Tonle Sap Sustainable Livelihood project, funded by the ADB, and Building Community Capacity for Poverty Reduction Initiatives in the Tonle Sap Basin, funded by the Japan Fund for Poverty Reduction through the ADB.
- **COPCEL Phase II:** The COPCEL programme has continued to perform strongly, with monthly national meetings, provincial meetings, media monitoring and analysis, and a national workshop on women and youth in elections. UNDP has extended its financial support for COPCEL through to September 2008 after the July national election, with a concluding national conference in September on lessons from the elections.
- **Review of Peace Building and Conflict Resolution Training Programme:** In 2007–08 CDRI commissioned an external review of its peace building and conflict resolution training programme and its possible future directions,



Session 2: Presentation by Chan Tong Yves, secretary of state, Ministry of Agriculture, Forestry and Fisheries



Session 4: Facilitated by Mr Dean Cleland, chief executive officer, ANZ Royal Bank, with H.E. Cham Prasidb, Senior Minister, Minister of Commerce and Mr Tim Duffy, General Manager Finance – Asia, Oxiana Limited

with recommendations to be considered within CDRI, then by its board in August 2008, for gradual implementation over 2008–10.

- **Improved Access to Research Resources:** CDRI has improved access to international research knowledge and resources, with increased internet speed, expansion of library holdings on key development research issues and access to online journals through its partnership with IDRC.
- **Expansion of Opportunities for Postgraduate Study and Professional Development:** In 2007–08 CDRI substantially expanded its support for staff to undertake postgraduate

study in PhD and masters programmes in Cambodia, Singapore, the Philippines, Japan, Australia, Sweden and the USA, and provided a range of in-house intensive short courses on research methodologies.

- **Mid-Term Review of CDRI Strategic Plan 2006–10:** From March to July 2008, CDRI undertook a mid-term review of its 2006–10 Strategic Plan, including a review of performance against the plan, areas for updating and amendment due to changed circumstances, a staff satisfaction/attitude survey, a review of classification, salary, recruitment and retention policies and a review of the role and responsibilities of middle management.



Session 5: Facilitated by Mr Larry Strange, CDRI executive director, with H.E. Dr Hang Chuon Naron and Mr Dean Cleland

សមិទ្ធិផលសំខាន់ៗក្នុងឆ្នាំ២០០៧-០៨

សន្និសីទបក្សវិស័យប្រទេសកម្ពុជាឆ្នាំ២០០៨៖
កិច្ចសហការជាដៃគូរវាង វិទ្យាស្ថាន CDRI និងធនាគារ ANZ Royal



យន្តការបង្ការទំនាស់ក្នុងការបោះឆ្នោតនៅកម្ពុជា-ដំណាក់កាលទី ២៖ កិច្ចប្រជុំថ្នាក់តំបន់នៅខេត្តបាត់ដំបង ខែឧសភា ២០០៨
Conflict Prevention in Cambodian Elections: a regional meeting in Battambang, May 2008

សន្និសីទបក្សវិស័យប្រទេសកម្ពុជាឆ្នាំ២០០៨ ដែលរៀបចំឡើងដោយវិទ្យាស្ថាន CDRI និងធនាគារ ANZ Royal បានប្រារព្ធឡើងនៅទីក្រុងភ្នំពេញ កាលពីថ្ងៃ ២៨ ខែកុម្ភៈ ឆ្នាំ២០០៨ ។ សន្និសីទលើកទី ២ នេះ គឺជាកិច្ចសហការជាដៃគូរវាងវិទ្យាស្ថានស្រាវជ្រាវឈានមុខគេខាងគោលនយោបាយអភិវឌ្ឍន៍ និងធនាគារឈានមុខគេ ។ សន្និសីទបានអញ្ជើញអ្នកដឹកនាំជាង ២៥០នាក់ពីខាងរាជរដ្ឋាភិបាលកម្ពុជា វិស័យឯកជន សង្គមស៊ីវិល និងសហគមន៍ស្រាវជ្រាវនិងអភិវឌ្ឍន៍នានា មកចូលរួមពិភាក្សាពីវឌ្ឍនភាព និងបញ្ហាប្រឈមក្នុងការអភិវឌ្ឍប្រទេសកម្ពុជា ដោយសង្កត់ធ្ងន់លើបញ្ហាពាក់ព័ន្ធជាមួយវិស័យឯកជន ដើម្បីកសាងអនុសាសន៍ខាងគោលនយោបាយ និងផ្តល់មតិសំរាប់ការធ្វើសកម្មភាព ។

ខ្លឹមសារសន្និសីទឆ្នាំ២០០៨គឺ “ការកៀងគរធនធានកម្ពុជាមានធនធានមនុស្ស ធនធានធម្មជាតិ ធនធានហិរញ្ញវត្ថុ សម្រាប់ការអភិវឌ្ឍ កំណើនសេដ្ឋកិច្ច និងវិបុលភាពប្រកបដោយគុណភាព” ។ សន្និសីទមានប្រធានបទតាមវគ្គចំនួន ៥ គឺ៖

១. ប្រទេសកម្ពុជា៖ ការពិនិត្យពីស្ថានភាពម៉ាក្រូនៅឆ្នាំ២០០៨ - សូចនាករសំខាន់ៗ បញ្ហាប្រឈមខាងអភិវឌ្ឍន៍ តំបន់ឃើងវិស័យឯកជន

២. ការទាញប្រយោជន៍ឲ្យបានប្រសើរបំផុត ពីធនធានធម្មជាតិនៅកម្ពុជា-ព្រៃឈើ ផលជល និង រ៉ែ

៣. ការទាញប្រយោជន៍ឲ្យបានប្រសើរបំផុត ពីធនធានមនុស្សប្រទេសកម្ពុជា

៤. ប្រទេសកម្ពុជា ឆ្នាំ២០០៨ និងទៅអនាគត៖ ភាពជាដៃគូរវាងវិស័យឯកជន និងវិស័យសាធារណៈ ជាកំលាំងជំរុញការអភិវឌ្ឍ ការរីកលូតលាស់ និងវិបុលភាព - បរិយាកាសអំណោយផលសំរាប់ការធ្វើចំរុះកម្មសេដ្ឋកិច្ច

៥. ការទាញប្រយោជន៍ឲ្យបានប្រសើរបំផុត ពីធនធានធម្មជាតិនៅកម្ពុជា - ជីវ្គី អចលនទ្រព្យ ការប្រើប្រាស់ដីប្រកបដោយផលិតភាព និងការអភិវឌ្ឍ

សម្តេចនាយករដ្ឋមន្ត្រី ហ៊ុន សែន ក្នុងសុន្ទរកថាគន្លឹះបើកសន្និសីទបានបញ្ជាក់ថា មួយទសវត្សរ៍នៃសន្តិភាពនិងស្ថិរភាពបានជួយឲ្យប្រទេសកម្ពុជាសំរេចបានកំណើនយ៉ាងខ្លាំង ដោយមានការអភិវឌ្ឍសេដ្ឋកិច្ច-សង្គមកិច្ចវិស័យម៉ាក្រូ ការកាត់បន្ថយភាពក្រីក្រកំណើនចំណូលរដ្ឋ និងការកែលំអរហេដ្ឋារចនាសម្ព័ន្ធ សុខភាព និងការអប់រំ ។ សម្តេចនាយករដ្ឋមន្ត្រីបានទទួលស្គាល់ថា អន្តរកាលយ៉ាងលឿនទៅកាន់របបសេដ្ឋកិច្ចទីផ្សារ បានធ្វើអោយរដ្ឋាភិបាលនិងដៃគូអភិវឌ្ឍន៍នានា បន្តជួបបញ្ហាប្រឈម ជាពិសេសបញ្ហា

សមិទ្ធិផលសំខាន់ៗក្នុងឆ្នាំ២០០៧-០៨

វិសមភាព និងការបែងចែកមិនស្មើគ្នានៃផ្លូវដាក់កំណើន ។ សម្តេចនាយករដ្ឋមន្ត្រីបានគូសបញ្ជាក់ថា បញ្ហាគ្រប់គ្រងធនធានធម្មជាតិ វិវាទដីធ្លី សមត្ថភាពធនធានមនុស្សនៅមានកំរិត ភាពមិនស៊ីគ្នារវាងពលកម្មជំនាញដែលមាន និងតំរូវការទីផ្សារ ជាពិសេសសំរាប់វិស័យឯកជនដែលកំពុងរីកដុះដាល ប៉ុន្តែនៅអន់ខ្សោយនៅឡើយ គឺជាចំណុចជាអាទិភាពសំរាប់ដំណាក់កាលខាងមុខនេះនៃការអភិវឌ្ឍប្រទេសកម្ពុជា ។

នៅក្រោយសន្និសីទឆ្នាំ២០០៨ វិទ្យាស្ថាន CDRI និងធនាគារ ANZ Royal បានចុះកិច្ចព្រមព្រៀងរៀបចំរួមគ្នាសន្និសីទចក្ខុវិស័យប្រទេសកម្ពុជាឆ្នាំ២០០៩, ២០១០ និង ២០១១ ។ ទស្សនាវដ្តីអភិវឌ្ឍន៍កម្ពុជារបស់វិទ្យាស្ថាន CDRI ក្នុងលេខចេញផ្សាយសំរាប់ខែមេសា-មិថុនា មានចុះអត្ថបទជាច្រើនដែលផ្អែកលើប្រធានបទសន្និសីទ ។ កម្មវិធី និងបទបង្ហាញនានានៃសន្និសីទ មានចុះក្នុងវេបសាយវិទ្យាស្ថាន CDRI: www.cdri.org.kh ។

សមិទ្ធិផលសំខាន់ៗផ្សេងទៀត

- ការពង្រីកកម្មវិធី និងការរីកលូតលាស់ស្ថាប័ន: កម្មវិធីរបស់វិទ្យាស្ថាន CDRI ចំនួនបុគ្គលិក និងធនធានហិរញ្ញវត្ថុ បានកើន

ឡើងបែបម្ល៉េះក្នុងឆ្នាំ២០០៧ មួយផ្នែកលើការកសាងកេរ្តិ៍ឈ្មោះរបស់វិទ្យាស្ថាន កិត្តិសិទ្ធិ និងលទ្ធផលការងារ ហើយមួយផ្នែកទៀតលើការកំណត់វិស័យនានា ដែលត្រូវពង្រឹងបន្ថែមនូវលទ្ធផល សមត្ថភាពធនធានមនុស្ស ឬប្រព័ន្ធការងារ ។

- ហិរញ្ញវត្ថុ: នៅឆ្នាំ២០០៧ លទ្ធផលហិរញ្ញវត្ថុបានកើនលើសឆ្នាំ២០០៦ ដោយមានអតិរេកបន្តិចនៃគណនីបន្ត និងកំណើនបន្តិចនៃទុនបំរុង ។
- ការបង្កើនរយៈពេល និងការពង្រីកជំនួយឧបត្ថម្ភរបស់ Sida-DFID ឆ្នាំ២០០៨-១០: Sida និង DFID បានបញ្ជាក់ពីការបង្កើនរយៈពេល និងការពង្រីកជំនួយឧបត្ថម្ភរួមគ្នាដល់វិទ្យាស្ថាន CDRI ពីឆ្នាំ២០០៨-១០ ទាំងសំរាប់កម្មវិធីអភិបាលកិច្ចតាមបែបប្រជាធិបតេយ្យ និងកំណែទម្រង់សាធារណៈ ទាំងសំរាប់បំណាយលើប្រតិបត្តិការស្នូល ការកសាងសមត្ថភាព និងការពង្រឹងស្ថាប័ន ។ ក្នុងឆ្នាំ២០០៨ នេះ Sida នឹងធ្វើការវាយតម្លៃពាក់កណ្តាលអាណត្តិលើជំនួយឧបត្ថម្ភរបស់ខ្លួន ។
- ការសិក្សាពីភាពត្រីត្រដោយវិទ្យាស្ថាន CDRI: នៅឆ្នាំ២០០៧ វិទ្យាស្ថាន CDRI បានបញ្ចប់ និងផ្សព្វផ្សាយគំហើញនៃការសិក្សាបំបង្ក ២ គឺការសិក្សាលើការចាក់ផុតពីភាពត្រីត្រដោយសហការជាមួយធនាគារពិភពលោក និងការវាយតម្លៃ



បទបង្ហាញដោយ Ms Saleemah Ismail អ្នកវិភាគយេនឌ័ររបស់ UNDP នាសិក្ខាសាលាថ្នាក់ជាតិស្តីអំពី ការចូលរួមរបស់ស្ត្រី និងយុវជននៅក្នុងការបោះឆ្នោត ខែកុម្ភៈ ២០០៨
Presentation by Ms Saleemah Ismail, UNDP gender analyst at the Workshop on Youth, Women and Elections, Phnom Penh, February 2008



សន្និសីទបក្សស៊ីស៊ីប្រទេសកម្ពុជា ឆ្នាំ២០០៨ វគ្គពិសេសនៅពេលទទួលបានអាហារពេលល្ងាច៖
 បទបង្ហាញដោយបណ្ឌិត បេង ហុង សុដាតិ ខេមរ៉ូ អគ្គនាយករង នៃនាយកដ្ឋានរៀបចំដែនដី នគរូបនីយកម្ម នៃក្រសួងរៀបចំដែនដី នគរូបនីយកម្ម និងសំណង់
2008 Cambodia Outlook Conference, special dinner session: presentation by Dr Beng Hong Socheath Khemro, deputy director general, General Department of Land Management and Urban Planning, Ministry of Land Management, Urban Planning and Construction

ភាពត្រឹមត្រូវដោយមានការចូលរួមនៅទន្លេសាបដោយសហការជាមួយធនាគារអភិវឌ្ឍន៍អាស៊ី ។ ការសិក្សាទាំងពីរ បានរួមចំណែកបង្កើនចំណេះ/ការយល់ដឹង អំពីទិដ្ឋភាពផ្សេងៗនៃភាពត្រឹមត្រូវ ឌីណាមិកនៃភាពត្រឹមត្រូវ និងការកាត់បន្ថយភាពត្រឹមត្រូវនៅកម្ពុជា ។ ការសិក្សាលើការចាត់តាំងភាពត្រឹមត្រូវមួយវគ្គទៀត កំពុងដំណើរការទៅមុខដោយមានជំនួយឧបត្ថម្ភបន្ថែមពីធនាគារពិភពលោក ។

- ឱកាសធ្វើការស្រាវជ្រាវជាតំណែងដៃគូ៖ នៅឆ្នាំ២០០៧-០៨ វិទ្យាស្ថាន CDRI បានចុះកិច្ចព្រមព្រៀងអនុវត្តគម្រោងស្រាវជ្រាវជាដៃគូថ្មីៗជាច្រើន៖
- អង្កេតបរិស្ថានសង្គមកិច្ចនិងធម្មជាតិ សំរាប់ការសិក្សាផែនការមេនៃការអភិវឌ្ឍវារីអគ្គិសនីនៅកម្ពុជា៖ គំរោងរយៈពេល ៣ខែ ផ្តល់ថវិកាដោយ JICA ។
- ការវិភាគបំណាយ-ផលចំណេញនៃការអភិវឌ្ឍន៍ដំណាំកៅស៊ូនៅកម្ពុជា៖ គំរោងរយៈពេល ១ឆ្នាំ ផ្តល់ថវិកាដោយ EEPSEA ។
- ព្រៃឆ្នាំពិបសំរាប់ការកាត់បន្ថយភាពត្រឹមត្រូវ៖ គំរោងដៃគូរយៈពេល ៣ឆ្នាំ ធ្វើជាមួយមជ្ឈមណ្ឌលសំរាប់ការស្រាវជ្រាវព្រៃឈើអន្តរជាតិនៃសាកលវិទ្យាល័យ Copenhagen និងបណ្ឌិតវិទ្យាស្ថាននៅប្រទេស Ghana និង Burkina Faso ដែលផ្តល់ថវិកាដោយ Danida ។

- ឥទ្ធិពលប្រទេសចិន លើការកាត់បន្ថយភាពត្រឹមត្រូវក្នុង GMS៖ គំរោងថ្មីមួយរបស់បណ្តាញវិភាគអភិវឌ្ឍន៍ (DAN) ផ្តល់ថវិកាដោយមូលនិធិ Rockefeller សំរាប់ឆ្នាំ២០០៨-១០ ។
- គំរោងជីវភាពមានចីរភាពនៅទន្លេសាប ផ្តល់ថវិកាដោយមូលនិធិ ADB និងគំរោងកសាងសមត្ថភាពសហគមន៍សំរាប់គំនិតផ្តួចផ្តើមកាត់បន្ថយភាពត្រឹមត្រូវនៅអាងទន្លេសាប ដែលមូលនិធិជប៉ុនសំរាប់ការកាត់បន្ថយភាពត្រឹមត្រូវ បានផ្តល់ថវិកាអោយតាមរយៈ ADB ។
- ខប់សែល ដំណាក់កាលទី ២៖ កម្មវិធី ខប់សែល បន្តដំណើរការយ៉ាងរឹងមាំ ដោយបានធ្វើការប្រជុំថ្នាក់ជាតិជារៀងរាល់ខែ ការប្រជុំថ្នាក់ខេត្ត ការតាមដានវិភាគព័ត៌មានក្នុងប្រព័ន្ធផ្សព្វផ្សាយ និងសិក្សាសាលាថ្នាក់ជាតិស្តីពីយុវជននិងស្ត្រីក្នុងការបោះឆ្នោត ។ UNDP បានបន្តឧបត្ថម្ភហិរញ្ញវត្ថុសំរាប់រយៈពេលក្រោយការបោះឆ្នោតថ្នាក់ជាតិនៅខែកក្កដា ដែលអនុញ្ញាតអោយ ខប់សែល បន្តដំណើរការរហូតដល់ខែកញ្ញា ២០០៨ និងរៀបចំសន្និសីទថ្នាក់ជាតិមួយនៅខែកញ្ញាដែរ ស្តីពីបទពិសោធន៍រៀនសូត្របានពីការបោះឆ្នោត ។
- ការពិនិត្យឡើងវិញនូវ កម្មវិធីបណ្តុះបណ្តាលការកសាងសន្តិភាពនិងការបំប្លែងទំនាស់៖ នៅឆ្នាំ២០០៧-០៨ វិទ្យាស្ថាន CDRI បានចុះកិច្ចសន្យាអោយអ្នកខាងក្រៅធ្វើការពិនិត្យវាយ



សន្និសីទទស្សនវិស័យប្រទេសកម្ពុជា ឆ្នាំ២០០៨ វគ្គទី ៥: រូបថតអនុស្សាវរីយ៍របស់អ្នកចូលរួមមួយចំនួន
 2008 Cambodia Outlook Conference, Session 5: Photo souvenir of some participants

តំលៃឡើងវិញ ពីកម្មវិធីបណ្តុះបណ្តាលការកសាងសន្តិភាព និងការបំប្លែងទំនាស់ និងទិសដៅទៅអនាគត ដោយមានផ្តល់ អនុសាសន៍សំរាប់អោយវិទ្យាស្ថាន CDRI ពិចារណាផ្ទៃក្នុង និង សុំយោបល់ពីក្រុមប្រឹក្សាភិបាលនៅខែសីហា ២០០៨ ដើម្បី ដាក់អនុវត្តជាបណ្តើរៗក្នុងឆ្នាំ២០០៨-១០ ។

- ការកែលំអនូវភាពប្រើប្រាស់ធនធានស្រាវជ្រាវ: វិទ្យាស្ថាន CDRI បានកែលំអនូវភាពប្រើប្រាស់ធនធាន និងចំណេះដឹង ស្រាវជ្រាវអន្តរជាតិដោយបង្កើនល្បឿនអ៊ិនធឺណិត បង្កើនចំនួន ឯកសារខាងការស្រាវជ្រាវអភិវឌ្ឍន៍សំខាន់ៗក្នុងបណ្តាញយ និងបង្កើនលទ្ធភាពប្រើប្រាស់ បណ្តាញស្វ័យប្រវត្តិមានចុះក្នុង អ៊ិនធឺណិត តាមរយៈភាពជាដៃគូជាមួយ IDRC ។
- ការពង្រីកឱកាសបំពេញការសិក្សាបន្តពីបរិញ្ញា និងអភិវឌ្ឍ ជំនាញវិជ្ជាជីវៈ: នៅឆ្នាំ២០០៧-០៨ វិទ្យាស្ថាន CDRI បាន ពង្រីកជំនួយគាំទ្រយ៉ាងច្រើន សំរាប់អោយបុគ្គលិកទៅបន្ត ការសិក្សាថ្នាក់បណ្ឌិតនិងអនុបណ្ឌិតទាំងនៅក្នុងប្រទេសកម្ពុជា និងនៅសិង្ហបុរី ហ្វីលីពីន ជប៉ុន អូស្ត្រាលី ស៊ុយអែត និង សហរដ្ឋអាមេរិក ហើយក៏មានផ្តល់វគ្គបណ្តុះបណ្តាលខ្លីៗនៅ ក្នុងវិទ្យាស្ថាន CDRI ស្តីពីវិធីសាស្ត្រស្រាវជ្រាវផងដែរ ។
- ការសើរើពិនិត្យពាក់កណ្តាលអាណត្តិលើផែនការយុទ្ធសាស្ត្រ ២០០៦-១០: ចាប់ពីខែមីនា ដល់ កក្កដា ២០០៨ វិទ្យាស្ថាន

CDRI បានធ្វើការសើរើពិនិត្យពាក់កណ្តាលអាណត្តិលើផែនការ យុទ្ធសាស្ត្រ ២០០៦-១០ របស់ខ្លួន ដែលមានជាអាទិ៍ ការ ត្រួតពិនិត្យលទ្ធផលការងាររៀបចំនិងផែនការ ចំណុចត្រូវធ្វើ បច្ចុប្បន្នភាព និងកែតម្រូវតាមការប្រែប្រួលកាលៈទេសៈ អង្កេតពីការពេញចិត្ត/ឥរិយាបថបុគ្គលិក ការសើរើពិនិត្យ គោលការណ៍សំរាប់ធ្វើចំណាត់ថ្នាក់បុគ្គលិក ផ្តល់បៀវត្សរ៍ និង ជ្រើសរើស/រក្សាទុកបុគ្គលិក ហើយនិងការសើរើពិនិត្យ ពីតួនាទីនិងទំនួលខុសត្រូវនៃការគ្រប់គ្រងថ្នាក់កណ្តាល ។



ពិធីបើកវគ្គបណ្តុះបណ្តាលស្តីពី "តួនាទីសារព័ត៌មានក្នុងការកសាង សន្តិភាព" នៅវិទ្យាស្ថាន CDRI ខែមេសា ២០០៨

Opening session of a training course on the "Role of the Press in Peace Building" CDRI, April 2008

MAJOR PROJECTS 2007–08

1.	2008 Cambodia Outlook Conference	An independent neutral public forum for discussion and debate, focussing in 2008 on mobilising Cambodia's resources
2.	2007–08 <i>Annual Development Review</i>	Third annual review of critical development issues in Cambodia
3.	Quarterly <i>Cambodia Development Review</i>	A discussion of most recent development issues and assessment of economic performance
4.	Moving Out of Poverty Study	The dynamics of poverty and poverty reduction in local communities
5.	Participatory Poverty Assessment of the Tonle Sap	A survey of the causes of poverty in the Tonle Sap region
6.	Impact of Regional Integration on Poverty	Determining how increased connectivity between the GMS countries can enhance the economic and social status of the poor
7.	Poverty Dynamics Study	In-depth analysis of the relationship between economic growth, poverty dynamics and inequality in Cambodia
8.	Child Poverty	A study on the poverty of poor Cambodian households with children
9.	Cross-Border Migration in the Greater Mekong Sub-region	A study of movement in search of employment within the region
10.	Agricultural Production and Trade in the Greater Mekong Sub-region	A study focusing on the flow of rubber and cassava from the farm to export market



With an irrigation canal nearby, a small farmer can easily water his rice crop, Battambang province, May 2007

MAJOR PROJECTS 2007–08

11.	Land Titling Baseline Surveys—Urban and Rural	Survey of the socio-economic effects of the titling of land
12.	Ke'chhnay Programme: Strengthening the State, Empowering Citizens for Democratic Development	A four-year policy research and capacity-building programme
13.	Leadership in Local Politics	A study under the Ke'chhnay programme examining how local leaders mobilise resources in a context of constraint
14.	Governance of Resources: Case Study of Water	Another study under the Ke'chhnay programme, exploring the question: "What factors constrain or enable institutional arrangements of irrigation for poverty reduction?"
15.	Water Resource Management Research Capacity Development Programme	A research capacity-strengthening initiative in water resource management
16.	Cost-Benefit Analysis of Rubber Plantation Development in Cambodia	Analysis of trade-offs related to rubber plantation development, based on a cost-benefit analysis
17.	Tropical Forests for Poverty Alleviation—from Household Data to Global Analysis	Advancing the understanding of the role of tropical forests in preventing and reducing rural poverty in different contexts
18.	Natural and Social Environment Survey for Master Plan Study of Hydropower Development in Cambodia	Survey of 10 potential hydropower dams
19.	Conflict Prevention in Cambodian Elections (COPCEL) Phase II—National and Provincial	A structured series of dialogues between election participants
20.	Peace-Building and Conflict Transformation Training	Building a culture of peace and community-based peace training



Digging a pond to store water for household use and seed bed supplementary irrigation, Kompong Cham, February 2008

OUR PARTNERS

Effective partnerships are critical to the success of CDRI's development work. In making decisions about its programmes and projects and their resourcing, CDRI seeks to build partnerships that are committed to:

- development of the abilities of the Cambodian people, their government and institutions;
- an understanding of and respect for the local circumstances that determine sustainable development outcomes—political, economic, social, historical and cultural;
- ownership and control of development programmes and results by Cambodian institutions;
- longer term support for the sustainable growth of CDRI and the development of the qualifications, skills and expertise of its staff.

In 2007–08 CDRI worked in partnership with the following local institutions, multilateral and bilateral donor agencies and other institutions to achieve its objectives:

Government—National, Provincial and Local

Commune Councils
Council for the Development of Cambodia (CDC)
Council for Administrative Reform
Council for Agriculture and Rural Development
Institute of Technology
Ministry of Agriculture, Forestry and Fisheries

Ministry of Commerce
Ministry of Economy and Finance
Ministry of the Interior
Ministry of Land Management, Urban Planning and Construction
Ministry of Planning
Ministry of Rural Development
Ministry of Social Affairs, Labour, Vocational Training and Youth Rehabilitation
Ministry of Tourism
Ministry of Water Resources and Meteorology
Ministry of Women's Affairs
National Assembly
National Bank of Cambodia
National Election Committee
National Institute of Statistics
Provincial Governments
Provincial, Municipal and District Administrations
Royal University of Agriculture
Royal University of Phnom Penh
Senate
Supreme National Economic Council

Other Local Partners

Alliance for Conflict Transformation
ANZ Royal
Coalition for Free and Fair Elections
Committee for Free and Fair Elections
Committee to Promote Women in Politics and its affiliate organisations



H.E. Dr Mok Mareth, Senior Minister and Minister of Environment, Ms Maureen O'Neil, IDRC's president and Mr Ken Serey Rotha, CBNRMLI executive director briefed by CDRI's researchers about projects funded by IDRC at the IDRC-CDRI-CBNRMLI forum, 12–13 September 2007

OUR PARTNERS

Community Based National Resource Management Learning Institute
Cooperation Committee for Cambodia
NGO Forum
TVK
Working Group Partnership on Decentralisation and its affiliate organisations

International Development Agencies

Asia Foundation, USA
Asian Development Bank
Australian Agency for International Development (AUSAID)
Canadian International Development Agency (CIDA)
Danish International Development Agency (Danida)
Department for International Development (DFID), United Kingdom
Economy & Environment Program for South-East Asia (EEPSEA)
International Development Resource Centre (IDRC), Canada
International Labour Organisation (ILO)
International Monetary Fund (IMF)
Japan Fund for Poverty Reduction (JFPR)
Japan International Cooperation Agency (JICA)
Novib, (Oxfam) Netherlands
Rockefeller Foundation, USA
Swedish International Development Cooperation Agency (SIDA)
United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP)
United Nations Population Fund (UNFPA)
United Nations Development Programme (UNDP)

United Nations Inter-Agency Project
United Nations Research Institute for Social Development
The World Bank
World Fish Centre
World Food Programme

Other International Partners

Australian Centre for International Agricultural Research
Center for International Forestry Research (CIFOR)
Danish Centre for Forest, Landscape and Planning, Denmark
International Institute for Sustainable Development (IISD), Canada
International Trade Centre / World Trade Organisation
University of Sydney, Australia

Development Analysis Network (DAN)

Central Institute for Economic Management, Vietnam
Institute of Economics, Vietnam
Yunnan-ASEAN Regional and Industrial Development Research Center, Kunming
University for Science and Technology, China
National Agriculture and Forestry Research Institute, Laos
National Economic Research Institute, Laos
National Statistics Centre, Laos
Thailand Development Research Institute, Thailand



*Land Titling Baseline Survey: Rural and Urban Phases
Dissemination Workshop, Phnom Penh, October 2007*

PROGRAMMES

Economy, Trade and Regional Cooperation

Monitoring Cambodia's Economy

CDRI continues to produce its regular publications on the Cambodian economy and major development trends and issues—the monthly *Flash Report on the Cambodian Economy*, the quarterly *Cambodia Development Review* and the *Annual Development Review*, now released at each annual Cambodia Outlook Conference, with associated Khmer-language materials.

Trade, Labour Movement and Regional Integration

Over the past year, CDRI has worked closely with Cambodia's Ministry of Labour and Vocational Training and partner institutions in Thailand on a study of the institutional, policy and legal framework for labour migration, as more of Cambodia's rural population seek employment in Thailand, Vietnam and elsewhere in the region. In response to Cambodia's young demographic and limited labour market opportunities for young people, a study on rural-urban youth migration in Cambodia was undertaken with the involvement of relevant government agencies, youth

organisations and development partners working on youth issues. A project on the impact of trade on the environment in the Greater Mekong Sub-region, with Cambodia as a case study, funded by the Geneva-based Trade Knowledge Network, is also nearing completion.

The Development Analysis Network (DAN), the CDRI-coordinated network of research institutes in Cambodia, Laos, Thailand, Vietnam and Yunnan province of China, supported by the Rockefeller Foundation, has completed field work for its current two projects on Cross-Border Migration in the GMS (DAN 6) and Agricultural Trade in the GMS (DAN 7). The network has been deepening collaboration through the conduct of joint field work where appropriate. A proposal on China's Impact on Poverty Reduction in the GMS was approved by the Rockefeller Foundation for the next phase of DAN, from 2008 to 2010. This includes room for improving and sustaining the network.

In September 2007, CDRI and the Community Based Natural Resource Management Learning Institute (CBNRMLI) co-hosted an IDRC All Partners Forum in Phnom Penh, bringing together all Cambodian agencies supported by IDRC. As a result, a proposal for better networking of Cambodian researchers and research capacity building was accepted by IDRC, for the establishment



Workshop to discuss preliminary findings of DAN project on agricultural trade in the GMS in Kunming, Yunnan province of China, April 2008



Local visitors enjoying their holiday at the beach in Sihanoukville

of a Development Research Forum, co-hosted by CDRI and CBNRMLI, over 2008–10.

Poverty Reduction, Agricultural Development and Rural Livelihoods

Understanding Poverty and Policy Responses for its Alleviation

In 2007, CDRI completed and disseminated the findings of two major poverty studies—the Moving Out of Poverty Studies (MOPS), funded by the World Bank, and the Tonle Sap Participatory Poverty Assessment (PPA), funded by DFID through the ADB. These studies have made a significant contribution to the understanding of the dynamics of poverty in Cambodia, the uneven record of poverty reduction across Cambodian communities and priorities for policy action. Meanwhile, a third poverty study, the Impact of Economic Integration on Poverty, funded by the ADB, is also being finalised, the Cambodian findings of this study having been presented by CDRI to an ADB workshop in Manila in July 2007. Building on the experience and findings of these studies, CDRI has developed a new Poverty Dynamics Study for 2008–09, the first stage of which involves another round of the MOPS, on which field work has already begun, with support from the World Bank-DFID Poverty Trust Fund. CDRI has also begun a study of child poverty in Cambodia funded by UNICEF.

Land, Agriculture and Rural Development

In collaboration with the Ministry of Land Management, Urban Planning and Construction, CDRI has completed both urban and rural land titling baseline surveys, along with associated policy briefs, which will be critical to further implementation of Cambodia's ambitious land titling programme, a major foundation for both urban and rural development.

A small study of irrigation systems in Cambodia, focussing on institutions, problems and possible solutions to improve water access, has also been completed under the Economy and Environment Program for South-East Asia (EEPSEA). As reported above, a project on Agricultural Production and Trade in the GMS, funded by the Rockefeller Foundation, is also nearing completion.

Two further projects are in their early inception phase—the Tonle Sap Sustainable Livelihoods Project, a two-year project funded by the ADB, and Building Community Capacity for Poverty Reduction Initiatives in the Tonle Sap Basin, a three-year project partnership between CDRI and the CBNRMLI, coordinated by the Council for Agricultural and Rural Development and funded by the Japan Fund for Poverty Reduction through the ADB.

Democratic Governance and Public Sector Reform

Democratic governance and public sector reform remain major challenges for Cambodia, particularly in relation to the design and implementation of the



Putting the newly harvested corn to dry, Kompong Cham province, February 2008

sub-national governance, or decentralisation and deconcentration, reforms. They continue to be a major focus of research and policy attention for CDRI, which built strong capacity on these issues during its PORDEC programme over 2004–06. Drawing on this experience, and with support from Sida and DFID, CDRI in 2007 designed and initiated the Ke'chhnay programme of research, publishing, policy influencing and research capacity building on current democratic governance issues.

The programme for 2007–08 included literature review, design and field work for studies on Leadership in Local Politics, with specific focus on issues of power and gender in local commune council representation and leadership; Governance and Natural Resources, with a focus on local management of water resources; analysis of the policy and implementation challenges of the Organic Law on Sub-national Governance; and, as both a research project and doctoral dissertation topic, Democracy in Action: Decentralisation in Post-Conflict Cambodia. This programme team is also working in close collaboration with the Water Resource Management Research Capacity Development Programme on governance issues, with input to both its literature review and its social assessment components.

An important aspect of the Ke'chhnay programmes is structured policy engagement with officials of the Department of Local Administration of the Ministry of the Interior,

with study group sessions and other interactions that facilitate knowledge exchange and learning on governance and decentralisation issues.

Natural Resources and the Environment

Managing Natural Resources for Poverty Reduction and Sustainable Development

The Water Resource Management Research Capacity Development Programme is a five-year partnership (2006–11) between CDRI, the Royal University of Phnom Penh (RUPP) and the University of Sydney, funded by AusAID. It is designed and implemented in consultation with the Technical Working Group on Agriculture and Water (TWGAW), hosted by the ministries of Water Resources and Meteorology and Agriculture, Forestry and Fisheries. Its objective is to improve the use and governance of water resources to increase agricultural production and water sustainability, with a geographical focus on watersheds around the Tonle Sap Great Lake. In its first two years, its activities have included the establishment of programme governance and consultative mechanisms, a literature review and social and institutional assessment to help determine priority research themes and methodologies and the provision of opportunities for researchers from CDRI and RUPP to undertake PhD and masters programmes at the University of Sydney on water

resource management and governance issues. Its further work will be determined in consultation with the TWGAW and the two relevant ministries.

Forests, Plantations and Sustainable Natural Resource and Environmental Management

CDRI is a partner in Tropical Forests for Poverty Alleviation—from Household Data to Global Analysis, a three-and-a-half-year project funded by Danida through the Poverty and Environment Network. The objective of the project is to advance understanding of the role of tropical forests in preventing and reducing rural poverty in different contexts. The project is a joint research collaboration of five institutions: the University of Copenhagen, the Centre for International Forestry Research, the Forestry Research Institute of Ghana, the Department de Sociologies at the University of Ouagadougou in Burkina Faso and CDRI. The inaugural project workshop was held in Ghana in October 2007, where research methodology and country approaches were discussed. The first field survey was conducted in Cambodia by CDRI in early 2008 in three sites involving 600 households in 15 villages. Follow-up field surveys will be conducted in April, July and October 2008, with the next international partner workshop to be hosted by CDRI in Cambodia in October 2008.

CDRI has also undertaken a Cost-Benefit Analysis of Rubber Plantation Development in Cambodia funded by EEPSEA. The objective

of this study is to analyse trade-offs related to rubber plantation development. Three large-scale plantations were selected for an in-depth survey. A total of 151 households, 26 plantation workers, 30 plantation holders and 10 key informants were interviewed in June 2007.

In 2007 CDRI was contracted to undertake a one-year study of Bokor National Park: Improvement Options and Barriers to Implementation of the Proposed Management Plan, also funded by EEPSEA. The research aimed to develop an understanding of the profile of tourism activities in the park, and to assist in designing management options to enhance eco-friendly tourism. However, before the project could be undertaken, the park was closed to enable a major tourism development to proceed.

Energy Generation and the Environment

The cost of energy and options for its local generation are major priorities for the Cambodian government and its development partners and private sector investors. The Natural and Social Environment Survey for the Master Plan Study of Hydropower Development in Cambodia, undertaken by CDRI, is a three-month survey funded by JICA. The initial field visit and questionnaire testing were done in Stung Treng province from 15 to 17 November 2007. The survey, involving 800 households in 26 villages in Koh Kong, Pursat, Kampot, Ratanakkiri and Stung Treng, was conducted in January 2008, with the report now completed and submitted.



Draught animals are still very much in use in Cambodia: a short break after the early morning plowing, Kompong Cham, February 2008

Human Security, Peace Building and Conflict Transformation

Social Development and Human Security

CDRI continues to explore prospects for the development of expertise and research projects on human security, while also utilising this programme to undertake more policy-relevant work on social development, particularly on health and education, along with current small projects on child poverty and youth situation analysis.

Building a Culture of Peace—Skills for Conflict Transformation

In 2007–08 CDRI's Peace Building and Conflict Transformation training programme, supported by Novib (Oxfam Netherlands), continued to offer its core annual Working for Peace course for government officials, civil society and trade union representatives, and specific training for commune council members, district and provincial officials in different locations, including Kompong Speu and Ratanakkiri, where disputes over land and natural resources have recently occurred. A new programme on conflict-sensitive journalism for the media, with the working title "The Role of the Press in Peace Building", involving both editors and reporters, was also held. Following CDRI board discussions, a review of CDRI's peace building and conflict transformation training programme and its future directions has been undertaken, with directions to be determined in the second half of 2008.

Conflict Prevention in Cambodian Elections

CDRI's Conflict Prevention in Cambodian Elections (COPCEL) continues to be implemented successfully and highly valued by those involved, with a busy programme of activities leading up to and beyond the national election in July 2008.

UNDP has approved the extension of the original programme contract with associated resources from May 2008 until September 2008, including the following major components for 2007–08:

- monthly national COPCEL meetings in Phnom Penh;
- three multi-province COPCELPROM meetings in Kratie, Sihanoukville and Battambang;
- COPCEL media monitoring and analysis service;
- COPCEL media interviews on election issues;
- a national workshop on women and youth in elections;
- a national conference after the national election to review the administration of the election and lessons for policy making and administration of future Cambodian elections.

COPCEL has proven a useful forum for the discussion of issues such as voter registration, the distribution and checking of voter information, review and "cleaning" of voter lists, the role and behaviour of local officials, complaint handling policy and procedures of the National Election Committee and the behaviour of political parties.



In the dry season the water is very low in the river and very costly to bring to the field, Kompong Cham, February 2008

BUILDING RESEARCH SKILLS AND QUALIFICATIONS: POSTGRADUATE STUDY AND CAPACITY DEVELOPMENT 2007–08

CDRI has a deep commitment to building the capacity, skills and qualifications of its staff. In 2007–08 there was a significant increase in the number and range of CDRI staff engaged in postgraduate study and capacity development, both in Cambodia and overseas. In some cases CDRI provides support from special purpose programme funds; in others it supports staff in competing for scholarships for master and PhD programmes. CDRI staff engaged in postgraduate study in 2007–08 are listed below.

NAME	STUDY PROGRAMME	INSTITUTION
Mr Ann Sovatha	Master of Arts	Northern Illinois University, USA
Mr Chem Phalla	PhD in Water Resources Management	University of Sydney, Australia
Mr Doung Virorth	Master of International Studies (Peace and Conflict Resolution)	University of Queensland, Australia
Mr Em Sorany	Master in Development Communication	University of the Philippines, Los Banos
Ms Huy Romduol	Master of Applied Conflict Transformation Studies (ACTS)	Pannasastra University, Cambodia
Ms Khiev Daravy	Master in Water Governance	University of Sydney, Australia
Mr Kim Chettra	Master in Marketing	Pannasastra University, Cambodia
Mr Kim Sedara	PhD in Democracy and Decentralisation	Gotenborg University, Sweden
Mr Meas Savath	Certificate of Conflict Resolution and Peace Studies	Chulalongkorn University, Thailand
Mr Nou Keo Sothea	PhD in Education (Evaluations and Development Studies)	University of Canberra, Australia
Ms Ouch Chandarany	Master in Public Policy	Lee Kuan Yew School of Public Policy, National University of Singapore
Mr Pak Kimchoeun	PhD in Public Policy and Governance	Australian National University
Ms Ros Bandeth	Master of Applied Science in Natural Resource Management	Massey University, New Zealand
Mr Sen Sina	Master in Public Policy	University of Cambodia

Ms Sok Sethea	Master of Arts in Development Studies	Royal University of Phnom Penh, Cambodia
Ms Sum Sreymom	Master of Agriculture/Rural Development	Tokyo University of Agriculture and Technology, Japan

Other CDRI staff are supported in undergraduate and local study and training to improve English language and writing skills, information technology, specific software applications and human resource management, and through a programme of in-house short courses and training.

UNDERGRADUATE STUDY 2007–08

NAME	STUDY PROGRAMME	INSTITUTION
Ms Oeung Bon Thyda	Bachelor in Human Resources	Cambodian Mekong University
Ms Run Savinn	Bachelor in English Literature	Cambodia University of Specialty

In 2007–08 the following in-house courses were conducted:

DATES	COURSE TITLE	PROVIDED BY SPEAKER/ INSTITUTION
2–3 April 2007	Qualitative Data Analysis	Centre for Forest, Landscape and Planning, Copenhagen University, Denmark
9,16 & 23 May 2007	Cost Benefit Analysis	EEPSEA
24–29 Aug. & 3–6 Sept. 2007	Research Concepts and Methods	University of Sydney



CDRI staff attend MOPS training, June 2008

17 Oct.–12 Dec. 2007	Qualitative Methods and Analysis	Ms Ingrid FitzGerald/CDRI and Dr Brett Ballard/CDRI
19–22 Nov. 2007	Irrigation Economic Training	University of Sydney
6 December 2007	Access Training Course	Dr Keith Carpenter/CDRI
12 December 2007	Endnote Training	University of Sydney
24–28 March 2008	Overview on Environmental Economics	EEPSEA*
25 Jan. 2008	Research Workshop on Literature Review of Trade and Environment Nexus	Mr Hing Vutha/CDRI
4 Feb. 2008	Framework for Gender Analysis	Ms Ingrid FitzGerald/CDRI
8 Feb. 2008	Research Workshop on Bokor National Park Proposal on China Investment in Cambodia	Mr Lic Vuthy/CDRI Mr Lim Sovannara/CDRI
19–20, 22, 25–26 Feb. 2008	Qualitative Data Analysis—NVIVO	Ms Ingrid FitzGerald/CDRI
7 March 2008	Overview of Macroeconomy in Cambodia	Dr Stephane Gimbert/World Bank
7 March 2008	Research Workshop on Accountability and Human Resource Management of Sub-national Governance in Relation to the Organic Law.	Ms Eng Netra/CDRI
21 March 2008	Research Workshop on Land Titling and Poverty Reduction: a Study of Two Sangkats	Dr John McAndrew/ ADI**/CCC
24–28 March 2008	Overview of Environment Economics	EEPSEA
4 April 2008	Research Workshop on Youth Situation Analysis in Cambodia	Dr Han Phoumin//CDRI
25 April 2008	Research Workshop on MOPS Revisited: Conflict and Community Well-Being	Dr Brett Ballard/CDRI
9 May 2008	Research Workshop on Labour Dispute Resolution in Cambodia: Arbitration Council, How It Works, What It Achieves and Challenges Ahead	Mr Men Nimmith, Arbitration Council Foundation
6 June 2008	Research Workshop on Environmental Impacts of ASEAN-China FTA in the Greater Mekong Sub-region.	Mr Hing Vutha/CDRI
20 June 2008	Workshop: From Moribund Farmers' Association to Successful Microfinance Institution: The Case of the Ta Ong Soybean Association.	Mr Steve Gniel/ANU

* *Economy and Environment Programme for South-East Asia*

** *Analysing Development Issues*

PUBLISHING AND LIBRARY SERVICES

Library Update

Increased capacity of staff has improved the CDRI library's administration and work efficiency. Participation in workshops and seminars on library development has strengthened networks and relationships with other libraries and partners throughout the country.

Resource Collection and Enrichment

The library has expanded the availability of international research knowledge and resources by collecting on key development research topics. Using information on useful titles related to their work from managers and researchers, the library has collected more than 300 new titles on social, economic, governance, rural development and other issues. These new collections can also become a focus of attention for students, researchers and users from outside CDRI.

Library Orientation to University Students

In October 2007, CDRI organised an orientation for 300 students from eight universities in Phnom Penh to promote the library's services and to disseminate information about the quality of CDRI's library



holdings. This exercise has had a positive result, as the number of new clients and users has increased noticeably.

Catalogue of Research Knowledge and Resources Published in Cambodia

Research knowledge and resources published in Cambodia have been unavailable in catalogues of almost all libraries, including the Library of Congress. CDRI librarians have been working to catalogue such titles to make the most complete list covering development policy research fields of interest. The cataloguing of local publications is progressing and expected to be completed in the third quarter of 2008.



Users of CDRI's library and Tonle Sap Initiative Learning Resource Centre

PUBLISHING AND LIBRARY SERVICES

Publishing Services

In 2007–08, the publishing unit has continued improving the quality of products and services by:

- making published texts with simpler format, concept and style more widely accessible to local and international users;
- creating innovative layout and designs, and keeping a close watch on the printing market to identify potentially better service providers;
- expanding and strengthening networking with reliable partners and service providers who are very competitive, effective and efficient in publishing, printing, editing, translation-interpretation and mass media stations;
- rationalising distribution lists, improving inventory management and closely monitoring distribution and sales outlets;
- collecting feedback on translation and interpretation services provided and devising measures for quality improvement;
- collecting and selecting CDRI activities photos for the internal photo database.

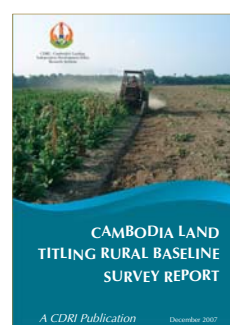
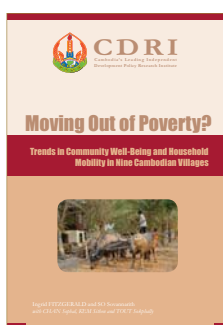
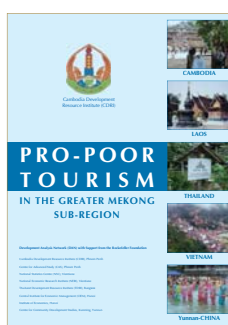
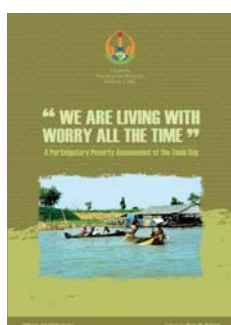
Publishing staff are strengthening capacity in the areas of publishing related products and services,

document layout, art design, media and video clipping, translation, editing, communications, marketing and corporate management.

This year CDRI published four issues of *Cambodia Development Review*, 12 issues of *Flash Report on the Cambodian Economy*, the *Annual Development Review 2007–08*, three working papers, five special reports and five policy briefs. The publishing programme also provides support services in the production of video materials on CDRI activities for TV.



Direct quality control at a printing house, Phnom Penh, November 2007



CDRI PUBLICATIONS IN 2007–08

1. *Cambodia Development Review*: 4 issues in English and four issues in Khmer in 2007 and one issue in English and one issue in Khmer in 2008
2. *Monthly Flash Report on the Cambodian Economy*: 12 English-Khmer issues in 2007 and four English-Khmer issues in 2008
3. *Annual Development Review 2007–08 in English*, in February 2008, 186 pages in 6 chapters:
Chapter 1 - Introduction
Chapter 2 - Macroeconomic Performance
Chapter 3 - Irrigation Water Use in Takeo Province: Problems, Conflicts and Solutions
Chapter 4 - Defining Participation in Irrigation Management and Development
Chapter 5 - From Informal to Formal Land Markets: Navigating Land Tenure in Cambodia
Chapter 6 - The Political Economy of Managing Labour Migration
4. *Khmer summary of Annual Development Review 2007-08*, in February 2008, 60 pages
5. *CDRI Publication Catalogue* (full colour)



6. Development Analysis Network (DAN): *Pro-Poor Tourism in the Greater Mekong Sub-Region*, 270 pages, a joint study from Cambodia, Laos, Thailand, Vietnam and Yunnan province of China
7. *Moving Out of Poverty? Trends in Community Well-Being and Household Mobility in Nine Cambodian Villages*, by Ingrid FitzGerald and So Sovannarith with Chan Sophal, Kem Sithen and Tuot Sokphally
8. *“We Are Living with Worry All the Time” A Participatory Poverty Assessment of the Tonle Sap*, by Brett M. Ballard, Christian Sloth, David Wharton, Ingrid FitzGerald, K.A.S Murshid, Kasper K. Hansen, Phim Runsinarith and Lim Sovannara
9. Working Paper 35: *Where Decentralisation Meets Democracy: Civil Society, Local Government, and Accountability in Cambodia* by Kim Sedara and Joakim Öjendal with the assistance of Ann Sovatha

10. Working Paper 36: *Youth Migration and Urbanisation in Cambodia* by Lim Sovannara

11. *Cambodia Land Titling Rural Baseline Survey Report* (English and Khmer)

12. *Cambodia Land Titling Urban Baseline Survey Report* (English and Khmer)

13. Working Paper 37: *Framing Research on Water Resources Management and Governance in Cambodia: A Literature Review*, by Chem Phalla, Philip Hirsch, Kim Sean Somatra, So Sovannarith, Suon Vanny, Khiev Daravy, Melissa Neave, Kate Griffiths, Nathan Wales, Jo Gillespie, Ham Kimkong, Lic Vuthy, Nong Keamony, Chea Phallika and Chan Sopheak, May 2008, 62 pages



Policy Briefs

1. CDRI Policy Brief on “Where Decentralisation Meets Democracy: Civil Society, Local Government, and Accountability in Cambodia” by Thon Vimealea in English and Khmer
2. EEPSEA-CDRI Policy Brief on “How Much for World Heritage? The Value of Temple Preservation in Vietnam” in Khmer
3. EEPSEA-CDRI Policy Brief on “Funding Solid Waste Disposal: A Study from the Philippines” in Khmer
4. EEPSEA-CDRI Policy Brief on “Pollution Prevention Pays: Pollution Charges in Cambodia” in Khmer
5. EEPSEA-CDRI Policy Brief on “Tracking the Trade: Vietnam’s Illegal Wildlife Business” in Khmer
6. EEPSEA-CDRI Policy Brief on “Pricing Policies for Malaysia’s Forests” in Khmer



Flyers and Brochures

1. COPCEL Flyer
2. *Cambodia: An Economic and Social Overview* (brochure)

All the above papers are available from the catalogue of CDRI publications and www.cdri.org.kh

MAJOR SEMINARS, CONFERENCES AND PRESENTATIONS IN 2007–08

2007

9 May	Hossein Jalilian, Chan Sophal and Hing Vutha participated in the “Second Cambodian Economic Forum”, held at Hotel Le Royal by the Supreme National Economic Council
17 May	“2007 Commune Election Conference: Experience, Challenges and Ways Forward”, an initiative of CDRI’s Conflict Prevention in Cambodian Elections, hosted by CDRI at the Phnom Penh Hotel
30 May	Larry Strange participated as a commentator at the international conference on “Globalisation and Regional Integration” co-organised by the Senate, KAS and IRIC at the Inter-Continental Hotel
5–7 June	Kim Sedara, Eng Netra and Horng Vuthy gave presentations in the decentralisation and deconcentration donor retreat, held at Kirirom Resort, organised by DFID/SIDA
5–8 June	Larry Strange gave a presentation at the workshop on “Asian Think Tanks: Strengthening Knowledge Management and Knowledge Sharing”, held at Asian Development Bank Institute, Tokyo
12 June	Larry Strange gave the closing remarks for the high level workshop on “Public Policy Research”, co-hosted by CDRI, Royal School of Administration and University of Sydney. NRE team and some senior staff participated in this workshop
2–3 July	Larry Strange gave a presentation at the conference on “Aid, Trade, and Infrastructure: Economic Dimensions of New Power Dynamics in Southeast Asia”, held at Le Meridien Hotel in Siem Reap and jointly convened by the Stanley Foundation and CICP
16–17 July	Larry Strange and Hing Vutha participated in the consultative meeting on “Trade and Investment Policy Coordination”, organised by the ARTNet in Bangkok
7 August	Larry Strange participated in “ASEAN at 40: Achievements, Challenges and Future Directions”, at the Hotel Cambodiana, Phnom Penh, co-organised by the Ministry of Foreign Affairs and International Cooperation, University of Cambodia, Asia Economic Forum and International Foundation for Arts and Culture
21–22 August	CDRI’s DAN6 methodology workshop at Phnom Penh Hotel
29 August	Conference on “Changing State, Changing Society—Towards Democratic Development in Cambodia: A Four-Year Policy Research” at Phnom Penh Hotel, hosted by CDRI
4 September	Larry Strange participated in the “12 th Government-Private Sector Forum”, organised by CDC
26–27 September	Kim Sean Somatra gave a presentation on “Irrigation Management: the Case of Cambodia” in the conference on “Water Governance of the GMS Countries” at the University of Sydney, Australia. Chem Phalla also participated in this event
22 October	Dissemination workshop on “Land Titling Baseline Survey Project: Rural and Urban Phases”, organised by CDRI at the Phnom Penh Hotel
29 October	Larry Strange chaired a panel in the 3 rd East Asian Institute forum on “East Asian Economic Integration: Recent Developments & Key Agendas”, hosted by the Korea Institute for International Economic Policy, Seoul
30 October–2 November	Chan Sophal participated in the first China-ASEAN forum on “Social Development and Poverty Reduction”, hosted by the State Council Leading Group on Poverty Alleviation and its partners at Nanning, China
5–8 & 12 November	He Hin and library staff presented an orientation about CDRI library to students from Norton University, Royal University of Law and Economics, National University of Management, Build Bright University, Cambodia Mekong University, Pannasastra University of Cambodia and Department of Media and Communication (RUPP)

6 November	CDRI national workshop on “Moving Out of Poverty? What We Know Now and Future Directions for Policy Research”, at Phnom Penh Hotel
7–8 November	Larry Strange, Hossein Jalilian, Chan Sophal and Brett Ballard participated as panellists and/or presenters at the Dataconsult conference on “Cambodia Investment, Trade and Infrastructure 2007”, at the Inter-Continental Hotel
6–9 December	Lim Sovannara gave a presentation at the international conference “ASEAN-China Trade Relations: 15 Years of Development and Prospects”, hosted by the Centre for ASEAN and China Studies of the Vietnamese Academy of Social Sciences in Hanoi
7–8 December	Larry Strange and Chan Sophal presented papers at the 32 nd Federation of ASEAN Economic Associations annual conference on the theme “Politics and Economic Development”, hosted by the Economic Society of Thailand, Bangkok
11–12 December	Larry Strange was a commentator at the workshop on “Managing Capital Flows: Search for a Model”, organised by the Asian Development Bank Institute, Tokyo
10–21 December	Thun Vathana, So Sovannarith and Chhay Pidor participated in training on “Basic Poverty Measurement and Diagnostics”, organised by the World Bank at the Cambodiana Hotel

2008

31 January	Larry Strange participated in the signing ceremony of the agreement between the Asian Development Bank and the Council for Agricultural and Rural Development on “Building Community Capacity for Poverty Reduction Initiatives in the Tonle Sap Basin”, at the office of the Council of Ministers
5 February	CDRI’s workshop “Youth, Women and Elections: Challenges and Ways Forward for Participation in Elections”, at the Phnom Penh Hotel
20 February	Eng Netra presented a paper, “Progress and Challenges of Decentralisation Reforms in Cambodia” during the civil society briefing to the Senate at the Senate Building, organised by UNDP
20 February	Larry Strange gave opening remarks for the consultative meeting on “Review of Labour Migration Policies, Strategies, Management Institutions and Emigration Pressure”, co-organised by the Ministry of Labour and Vocational Training and International Labour Organisation at the Imperial Garden Hotel
28 February	Cambodia Outlook Conference “Mobilising Cambodia’s Resources—Human, Natural, Financial—for Quality Development, Growth and Prosperity”, co-hosted by CDRI and ANZ Royal Bank at the Phnom Penh Hotel
14 March	Larry Strange participated in the high level conference on “Managing Capital Flows” at Asian Development Bank Institute, Tokyo
24 March	Kem Sothorn participated in the consultative workshop on “Agricultural Dynamic in Areas under Urban Influence”, co-hosted by the Ministry of Agriculture, Forestry and Fisheries and CEDAC at MAFF
3 April	Yem Dararath participated in the annual conference on “Agriculture, Forestry, and Fisheries”, hosted by the Ministry of Agriculture, Forestry and Fisheries at Chaktomuk Hall, Phnom Penh
3–11 April	Kim Sedara gave a presentation on “Where Decentralisation Meets Democracy: Civil Society, Local Government and Accountability in Cambodia” for the Association of Asian Studies at Atlanta, Georgia, and Center for Southeast Asian Studies, Northern Illinois University, USA
30 April	Yem Dararath participated in the meeting of the Task Management Support Group 4, organised by Ministry of Water Resources and Meteorology at MOWRAM

GOVERNANCE

CDRI has continued its institutional development, “Cambodianising” and strengthening the capacity of management and staff and improving its governance and administrative systems in accordance with the commitments of the 2006–10 Strategic Plan. An external relations strategy for 2007–10 and an overall action plan for the life of the Strategic Plan were developed. An action plan for 2008 was prepared and is being implemented to raise the profile of CDRI, to assist in managing relationships with partners and to mobilise support from all units and sections of CDRI for the Strategic Plan’s objectives.

To meet the expansion of projects and programme resources, new accounting software, Quick-book, was installed in January 2007. It has been gradually customised to meet the need for reports of greater complexity.

CDRI’s budget increased modestly in 2007. Expenditure was USD1,820,569, the highest annual expenditure to date. CDRI’s financial management during the reporting year continued its high standards of accountability and transparency, as confirmed by the external audit.

The administration unit provided quality services: updating and innovating procurement and human resource policies, leading procurement of services and goods and helping to improve staff recruitment, in consultation with the human resource working party. CDRI’s information technology system was expanded and updated, including network hubs, LAN, PCs, servers, mail servers and external and internal web sites. Internet access was upgraded to the highest speed provided by ISPs in Cambodia.

In April 2008, CDRI held a one-day management and senior staff retreat at the Phnom Penh Hotel to identify and discuss the major issues to focus on in the mid-term review of the 2006–10 Strategic Plan, and what it is hoped to achieve from it. The retreat provided interactive sessions on research product quality, management and policy impact, changes in CDRI in a changing environment and challenges from the board of directors that need to be addressed. The retreat assessed areas of strength and identified areas for further improvement, on which management and staff will act together over the life of the current Strategic Plan.



CDRI’s staff participating in a training course, June 2008

Board of Directors, April 2007-April 2008

H.E. Dr HANG Chuon Naron
Chair of the Board of Directors
Secretary General, Ministry of
Economy and Finance, Cambodia

H.E. Dr ING Kantha Phavi*
Minister of Women's Affairs
Cambodia

H.E. Dr CHEM Widhya
Ambassador Extraordinary and
Plenipotentiary of the Kingdom of
Cambodia to the Federal Republic of
Germany, Cyprus, Malta and Slovenia
Cambodia

Ms POK Panhavichetr, Director
Canadian Cooperation Office (CCO)
Cambodia

Ms Carol STRICKLER,
Former Executive Director
Cooperation Committee for Cambodia
(CCC), Cambodia

Dr Jayant MENON, Principal Economist
Office for Regional Economic
Integration, Asian Development Bank
(ADB), Philippines

Professor Lawrence HADDAD, Director
Institute of Development Studies (IDS)
University of Sussex
United Kingdom

Mr Noritada MORITA, Chairman & CEO
Asia Strategy Forum (ASF), Thailand

H.E. Ambassador Borje LJUNGGREN**
Ambassador
Asia Department, Ministry of Foreign
Affairs, Sweden

Mr Larry STRANGE
Executive Director
CDRI
Cambodia

Mr DUONG Virorth*
Staff Representative
Programme Manager, Human Security,
Peace Building and Conflict
Transformation
CDRI
Cambodia

Mr CHAN Sophal**
Staff Representative and Senior
Research Manager
CDRI
Cambodia

* H.E. Dr ING Kantha Phavi and Mr DUONG Virorth retired from the board, respectively in August 2007 and January 2008. CDRI expresses its gratitude for their dedicated service.

** Mr CHAN Sophal and H.E. Ambassador Borje LJUNGGREN, new board members appointed respectively in January and February 2008



Dr Hang Chuon Naron gives an interview with CTN and TVK channels prior to 2008 Outlook Conference

Senior Management

Mr Larry STRANGE Executive Director
Dr Hossein JALILIAN Director of Research
Mr UNG Sirn Lee Director of Operations

Democratic Governance and Public Sector Reform

Ms ENG Netra Research Manager
Mr KIM Sedara Research Fellow
Ms THON Vimealea Research Associate
Mr KIM Sean Somatra Research Associate
Ms CHEA Chou Research Associate
Mr OU Sivhuoch Research Associate
Mr PAK Kimchoeun Research Associate
Ms LY Tem Research Assistant

Natural Resources and the Environment (NRE)

Mr YEM Dararath Research Manager
Mr LONN Pichdara Research Assistant
Ms SAM Sreymom Research Assistant
Ms LY Phanna Volunteer

Poverty, Agricultural and Rural Development (PARD)

Dr THUN Vathana Research Manager
Mr SO Sovannarith Research Fellow
Mr KEM Sothorn Research Associate
Mr NET Neath Research Associate
Ms CHHAY Pidor Research Assistant

Mr CHHIM Chhun Research Assistant
Ms Marjolaine MITAUT Intern

Economy, Trade and Regional Cooperation

Mr CHAN Sophal Senior Research Manager
Mr HING Vutha Research Associate
Mr LIM Sovannara Research Associate
Mr PHIM Runsinarith Research Associate
Mr SAING Chan Hang Research Associate
Ms PON Dorina Research Assistant
Ms PHANN Dalis Research Assistant

Human Security, Peace Building and Conflict Transformation

Dr HAN Phoumin Programme Manager
Ms HUY Romduol Senior Programme Officer and Training Team Leader
Ms TOUCH Varine Programme Officer
Mr MEAS Savath Programme Officer
Ms SOK Sethea Programme Officer
Ms HUON Chantrea Programme Assistant
Ms SAO Nakry Volunteer
Mr EAM Phirum Volunteer (P/T)
Mr KER Bopha Consultant
Mr LAY Chan Consultant (P/T)

Research Advisers and Consultants

Dr Brett M. BALLARD Senior Research Adviser

External Relations

Ms Moudda BILLMEIER External Relations Manager
Ms RUN Savinn Administrative Assistant to Executive Director



Management-senior staff retreat for mid-term Strategic Plan review, April 2008



Display of CDRI products at Cambodia Outlook Conference, Phnom Penh, February 2008

Publications

Mr YOU Sethirith	Acting Publishing Manager
Mr OUM Chantha	Production Officer
Ms YEN Sophany	Translation Assistant
Ms CHEA Malika	Translation Assistant
Mr KIM Chettra	Publishing Assistant
Ms MEN Chanthida	Assistant for Sales and Distribution (short term)
Mr CHHIN Sithy	Graphic Design Consultant (P/T)
Ms TOUCH Darith Reangsey	Volunteer (P/T)
Mr Allen MYERS	Language Editor (P/T)

Library

Mr HE Hin	Library Manager
Ms UN Sinoch	Librarian
Ms SORN Maden	Library Assistant
Ms SVAY Souma	Library Assistant

Finance

Ms Beauphara THONG	Finance Manager
Mr Srey Sovannarith	Accounting Officer
Ms BEAN Borina	Finance Assistant

Information Technology

Mr LENG Vanna	IT Manager
Mr VAN Narith Sambath	IT Officer
Mr KHOEUM Piseth	Volunteer (P/T)

Administration and Support Services

Ms OEUNG Bon Thyda	Administrative Manager
Mr SEN Sina	Senior Administration and Protocol Officer
Ms CHEA Sothy	Administrative Assistant
Ms CHHUON Nareth	Receptionist
Mr KIE Kim Por	Maintenance Man
Mr EANG Soth	Driver
Mr CHHOUK Sothun	Driver
Mr OUK Samnang	Driver
Mr LIM Rathana	Driver
Mr KOUK Sara	Courier/Messenger
Ms SOM Mouly	Kitchen Aide
Ms MOK Savry	Cleaner
Ms NOU Sim	Cleaner (P/T)
Ms CHEA Sokha	Cleaner (P/T)
Ms OU Seng Houy	Cleaner (P/T)
Mr NOU Navandy	Gardener
Mr PICH Samath	Garden Helper

Staff on Study Leave

Mr ANN Sovatha	Research Assistant
Mr EM Sorany	Publishing Manager
Mr CHEM Phalla	Research Associate
Mr DOUNG Virorth	Programme Manager
Ms KHIEV Daravy	Research Assistant
Mr NOU Keo Sothea	Research Associate
Ms ROS Bandeth	Research Assistant
Ms SUM Sreymom	Programme Assistant



Year-end party for all CDRI staff, CDRI garden, 2007



**CDRI - Cambodia's Leading Independent
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