

Annexes

Matrix of ASEAN-Related Technical Assistance

Area of Assistance	Short-Term	Mid-Term Assistance
Accession to ASEAN Agreements	2-day workshop on legal implications of ASEAN	
AFTA	support for publication (for one year)	of monthly ASEAN Business Review and for organizing forums to provide info to private sector on ASEAN assessment of AFTA's impact and implementation in Cambodia
Agriculture	5-7 day workshop on harmonization and standards under AFTA 3-day workshop on strengthening agricultural products and AFTA	assistance in creation of database of agricultural products (expert, equipment, software)
	5-7 day attachment on promotion of agro-processing industry and AICO 5-7 day attachment on harmonization and standards for agricultural products under AFTA 2-3 day workshop to provide overview of ASEAN cooperation in agriculture to agricultural officials in Cambodia	
AIA	2-day workshop on creation of special economic zones, growth triangles 3-day training on implementation of AIA and monitoring of investment projects	
Customs General Reform of Customs Department	assessment mission on reforming Customs Department	adviser based at Customs Department to assist with implementation and training on new procedures and practices, administration, controls, personnel, enforcement and data management

Long-Term Assistance	Ministry to be Assisted	Estimated Cost (US\$)	
MOC	National AFTA Unit ASEAN Depts. at ministries Working Group on Legal Matters	3,500	
	24,000		
	National AFTA Unit		
	National AFTA Unit	15,000	
	MIME MOC other ministries concerned	10,000	
	MAFF: Agricultural ASEAN Unit	4,000	
	MAFF: Agricultural ASEAN Unit	10,000	
	study on impact of AFTA on agricultural products and development of strategies/plans	MAFF: Agricultural ASEAN Unit	15,000
		MAFF: Agricultural ASEAN Unit MOC, MIME	10,000
		MAFF: ASEAN Unit MOC: CAMCONTROL MIME: ASEAN Unit	10,000
	MAFF: Agricultural ASEAN Unit	3,500	
	Working group on AIA Cambodian Investment Board related offices of concerned ministries	4,000	
	Working group on AIA Cambodian Investment Board related offices of ministries concerned	5,000	
	MEF: Customs Department ASEAN Department	10,000	
	MEF: Customs Department ASEAN Department	48,000 (one year)	

Area of Assistance	Short-Term	Mid-Term Assistance
CEPT Implementation	set of 3-day, in-country trainings on CEPT/AFTA implementation: rules of origin and certification; "green lane" procedures; applying valuation rules; application of ASEAN Harmonized Tariff Nomenclature	assessment of implementation of ASEAN-related customs reforms (1 year after implementation)
Documentation	2-week training on computer management, collection of statistics, and data management	assistance in creation of database of imports/exports; experts to assist with installation of ASYCUDA system follow up training (3 days) on EDI implementation 2-day training on harmonization of trade documentation
Goods in Transit; Multimodal Transport; Goods and Commercial Vehicle Inspection	3-day training on implementation of ASEAN agreements on transit of goods	experts and advisers on transport regulations, legislation, controls, vehicle inspection, customs transit systems, multimodal transport, and inspection of goods and commercial vehicles services
Electronic Commerce	2-day briefing to Working Group on E-Commerce on ASEAN cooperation Assessment of Cambodia's needs with regard to e-commerce	5-7 day attachment at ASEAN Secretariat or ASEAN member on e-commerce and ASEAN

Long-Term Assistance	Ministry to be Assisted	Estimated Cost (US\$)
	MEF: Customs Department ASEAN Department MOC; National AFTA Unit	10,500 (3,500 per training)
	MEF: Customs Department ASEAN Department	
long-term adviser for Customs Dept- on CEPT implementation	MEF: Customs Department ASEAN Department	24,000 (6 months)
	MEF: Customs Department ASEAN Department MOC	5,000
installation of ASYCUDA system	MEF: Customs Department ASEAN Department MOC	\$1.7 million
	MEF: Customs Department ASEAN Department MOC	See above
	National AFTA Unit; Customs Department	4,000
	MEF: Customs Department ASEAN Department National AFTA Unit	3,500
	MEF: Customs Department ASEAN Department	4,000
	National AFTA Unit; MPWT (various depts.); National Transit Transport Coordinating Committee	
	MEF: Customs Department ASEAN Department National AFTA Unit; MPWT (various depts.); National Transit Transport Coordinating Committee	25,000
follow-up assessments and experts on facilitation of goods in transit, custom transit systems, multimodal transport, inspection of goods and commercial vehicles	MEF: Customs Department ASEAN Department National AFTA Unit; MPWT (various depts.); National Transit Transport Coordinating Committee	20,000
	Working Group on E-Commerce National AFTA Unit	3,500
	Working Group on E-Commerce National AFTA Unit	7,500
	Working Group on E-Commerce National AFTA Unit	10,000

Area of Assistance	Short-Term	Mid-Term Assistance
English Language Training	targeted, skill-specific English language training for officials with ASEAN duties at local, international institutes (e.g., CDRI, CfBT)	intensive, mid-term English language training for 40 officials with ASEAN/WTO duties, preferably in overseas courses (e.g., Singapore, Mekong Institute)
Environment	3-day workshop on ASEAN cooperation related to the environment	assessment of needs for: strengthening institutions and developing action plan for Cambodia on ASEAN environmental cooperation
Functional Cooperation Culture	assistance to establish an ASEAN cultural center	
Education	assistance to establish an audio-visual, digital library (including Internet)	train staff to organize, operate, and maintain audio-visual, digital library
Health	<p>study tour on mental health programs in the ASEAN region</p> <p>2-day workshop on ASEAN cooperation in health</p> <p>2-day national workshop to disseminate info and requirements for ASEAN cooperation in health fields to provincial officials</p> <p>study tour on sector-wide approach program (SWAP) on health sector development among ASEAN countries</p>	<p>support to set up information/data network for health field linked to ASEAN counterparts</p> <p>conduct evaluation of socio-economic impact of HIV/AIDS in Cambodia</p>
Social Affairs	study tour to learn about ASEAN cooperation in social affairs	

Long-Term Assistance	Ministry to be Assisted	Estimated Cost (US\$)
	MFAIC; MEF; MOC; National AFTA Unit; ASEAN bureaus of ministries	100,000
	MFAIC; MEF; MOC; National AFTA Unit; ASEAN bureaus of ministries	400,000
intensive, long-term English training for officials, preferably in overseas courses; scholarships for degree studies overseas	MFAIC; MEF; MOC; National AFTA Unit; ASEAN bureaus of ministries	800,000
	Ministry of Environment: ASEAN Department line ministries concerned	4,000
	Ministry of Environment: ASEAN Department line ministries concerned	10,000
	Ministry of Culture	15,000
	Ministry of Information	10,000
	Ministry of Information universities	5,000
	Ministry of Information Ministry of Education universities	5,000
support for upgrading and maintaining the library	Ministry of Information Ministry of Education universities	5,000
	Ministry of Health: Mental Health Program	10,000
	Ministry of Health	3,500
	Ministry of Health: ASEAN Office Provincial Health Officials	5,000
	Ministry of Health: International Relations Office	10,000
	Ministry of Health - ASEAN Office	30,000
	Ministry of Health National Centre for HIV/AIDS, Dermatology and STD (NCHADS)	20,000
	Ministry of Social Affairs MFAIC	10,000

Area of Assistance	Short-Term	Mid-Term Assistance
Immigration Systems	2-day workshop on immigration reforms related to ASEAN cooperation attachment at selected ASEAN member countries on operation of immigration procedures for ASEAN official	
Information Dissemination		
Legal Procedures/ Harmonization	3-day workshop on implications of ASEAN cooperation on legal harmonization among members	attachment/training seminars covering legal harmonization in selected areas of ASEAN cooperation
National AFTA Unit	5-day workshop; coordinating and overseeing CEPT implementation; relationships with private sector 5-day attachment on AFTA implementation and nontariff barriers and their removal	3 in-country workshops for private sector to explain AFTA and its implementation assessment of removal of NTBs after one year of implementation
Negotiation Training	in-country training on multilateral negotiation skills	attachment/training course at ASEAN training institute on negotiation skills
Security Coordination Systems	in-country workshop	attachment/training seminar
Services	3-day training for Working Group on Services on development of ASEAN cooperation in services 2-day briefing on development of ASEAN/WTO cooperation in financial services/capital markets	5-day attachment at ASEAN Secretariat on cooperation in services and implementation of Framework Agreement on Services Mission to help develop work plans for implementation of Framework Agreement on Services
	training on negotiations in key services sectors: air transport, business services, construction, financial services, maritime transport, telecommunications, tourism	

Long-Term Assistance	Ministry to be Assisted	Estimated Cost (US\$)
	MFAIC Ministry of Information	3,500
	MFAIC Ministry of Information	10,000
support for publication and distribution of ASEAN materials (Khmer and English) and purchase of printing machine	MFAIC ASEAN Departments	250,000
	key ministries/agencies	
	Working Group on ASEAN Legal Matters	4,000
	key ministries/agencies	
	Working Group on ASEAN Legal Matters	15,000
	National AFTA Unit	5,000
	National AFTA Unit	10,000
	National AFTA Unit	10,000
adviser to National AFTA Unit	National AFTA Unit	8,000
	National AFTA Unit	24,000 (6 months)
	key ministries/agencies	10,000
	key ministries/agencies	15,000
out-of-country, intensive course	MFAIC/MHA	4,000
	MFAIC/MHA	10,000
	MFAIC/MHA	15,000
	Working Group on Services	4,000
	Working Group on Services	3,500
	Working Group on Services	10,000
	Working Group on Services	5,000
	Working Group on Services	5,000
assistance in creation of database defining services regimes in Cambodia	Working Group on Services National AFTA Unit	10,000

Area of Assistance	Short-Term	Mid-Term Assistance
Trade-Related Activities Dispute Settlement	2-day introductory training on ASEAN and WTO dispute settlement mechanisms	
Private Sector	2 one-day workshops for private sector on ASEAN economic cooperation	
Emergency Procedures: Competition Policy		2-day training on use of emergency procedures and safeguard measures competition policies and trends towards harmonization
Government Contracts	1-day national workshop on ASEAN cooperation in public procurement	technical assistance for drafting new regulations governing contractors consistent with ASEAN agreements
Standards and Conformity		set of training programs for capacity-building on development/application of standards, laboratory testing and conformity assessments

AFTA- Asean Free Trade Area; AIA- ASEAN Investment Area; AICO- ASEAN Industrial Corporation; ASEAN - Association of Southeast Asian Nations; CDRI - Cambodia acquired immune deficiency syndrome; MAFF- Ministry of Agriculture, Forestry and Fisheries; MEF - Ministry of Economy and Finance; MFAIC - Ministry of Foreign
MOC - Ministry of Commerce; MOH - Ministry of Health; MOT- Ministry of Tourism; MPWT- Ministry of Public Works and Transport; NTO- nontariff barrier; STD- Sexually

Long-Term Assistance	Ministry to be Assisted	Estimated Cost (US\$)
2-day training on ASEAN departments	National AFTA Unit ASEAN departments in ministries	3,500
	private sector; National AFTA Unit; ASEAN departments in ministries	4,000
	National AFTA Unit ASEAN departments	3,500
	National AFTA Unit	3,500
	Ministry of Land Management, Urban Planning and Construction (MLMUPC)	2,000
	MLMUPC	18,000
	MEF: Customs Department MOC: CAMCONTROL MOH; MIME; MAFF	10,000
Estimated Total Budget		3.9 million

Development Research Institute; CEPT - Common Effective Preferential Tariff; EDI - Economics Development Institute; HIV/AIDS- human immunodeficiency virus/ Affairs and International Cooperation; MIME- Ministry of Industry, Mines and Energy; MLMUPC - Ministry of Land Management, Urbanization and Construction; Transmitted Disease; WTO - World Trade Organization.

ANNEX B

Interviews and Meetings Conducted by Study Team

Public Sector:

H.E. Aun Porn Moniroth	Economic Adviser to the Prime Minister, Secretary General, Ministry of Economy and Finance
H.E. Chan Ven	Deputy Secretary General of National Assembly
H.E. Cheam Yeap	Chairman, National Assembly Commission on Finance and Banking
H.E. Dien Dell	Chairman, National Assembly Commission on Interior, National Defence, Investigation and Clearing
H.E. Kek Ravy	Member, Permanent Commission of National Assembly
H.E. Khau Menghean	Secretary of State, Ministry of Commerce
H.E. Khieu Khanarith	Secretary of State, Ministry of Parliamentary Affairs and Inspection
H.E. Kouch Ky	Secretary of State, Ministry of Information
Mr. May Tola	Vice Chairman, National Assembly Commission on Finance and Banking
H.E. Nan Sy	Deputy Inspector-General, National Bank of Cambodia
	Member, National Assembly Commission on Interior, National Defence, Investigation and Clearing

National Assembly Commission on Finance and Banking

H.E. Om Sarith	General Secretary of the Senate
H.E. Ou Kim Noeun	Under Secretary of State, Ministry of Defence, Member, Council of the Reform of the Royal Armed Forces
H.E. Pol Lim	First Deputy Inspector General, Department of Political, Administration and Police Affairs, Ministry of Interior, and member of National Committee on Land Disputes
H.E. Prum Sokha	Secretary of State, Ministry of Interior
H.E. Sam Ramsek	Member, National Assembly Commission on Finance and Banking
H.E. Sok Siphana	Secretary of State, Ministry of Commerce
H.E. Sum Manit	Secretary of State, Office of the Council of Ministers, Secretary-General of the Council for Administrative Reform
H.E. Suy Nou	Secretary of State, Ministry of Justice
Mr. Uy Sambath	Director, ASEAN Dept., Ministry of Economy and Finance
H.E. Vann Vuth	Deputy Chairman, National Assembly Commission on Interior, National Defence, Investigation and Clearing
Mr. You Bun Leng	Judge, Appeal Court

Provincial Governors/Deputies at CDRI Workshop:

H.E. Nnek Kim Chhun	2 nd Deputy Governor, Banteay Meanchey
H.E. Pa Socheatevong	Deputy Governor, Battambang
H.E. Sou Phirin	Governor, Kampong Chhang
H.E. Ou Bun	Governor, Kampong Speu
H.E. Nou Phoeung	Governor, Kampong Thom
H.E. Ly Sou	Governor, Kampot
H.E. Rom Tekkhak Mony	2 nd Deputy Governor, Kandal
H.E. Var Vuthara	Governor, Kep
H.E. Chieng Am	Governor, Kompong Cham
H.E. Loy Sophat	Governor, Kratie

H.E. Chhom Bunkhan	Governor, Mondul Kiri
H.E. Yim Thin	Deputy Governor, Odor Meanchey
H.E. Keo Horn	Deputy Governor, Pailin
H.E. Chev Kim Heng	Deputy Governor, Phnom Penh
H.E. Long Sovann	2 nd Deputy Governor, Preah Vihear
H.E. Lach Sim Aun	Deputy Governor, Prey Veng
H.E. Khoy Sokha	2 nd Deputy Governor, Pursat
H.E. Nong Sim	Deputy Governor, Ratanakiri
H.E. Sbong Sarath	Deputy Governor, Sihanouk Ville
H.E. Chhim Chhorn	Governor, Steung Treng
H.E. Hun Neng	Governor, Svay Rieng
H.E. Pall San	1 st Deputy Governor, Takeo
International Organizations/Bilateral Aid Agencies (interviews and a group meeting):	
Mr. Henrik Alffram	Legal Assistance Unit, Cambodia Office of the High Commissioner for Human Rights
Mr. Joel Charny	Deputy Programme Manager, CARERE
Mr. Michel Connen	Conseiller Economique et Commercial, Embassy of France
Mr. Bill Costello	1 st Secretary, Development Cooperation, AusAID
Mr. Paul Davenport	Programme Officer (Governance), UNDP
Mr. Tetsuro Hamada	Expert, Japan International Co-operation Agency (JICA)
Mr. Manabu Imaizumi	Legal expert at the Ministry of Justice, JICA
Mr. Tsuyoshi Ishimoto	Second Secretary, Embassy of Japan
Mr. Bonaventure Mbida-Essama	Chief, Resident Office, The World Bank
Ms. Dominique Ait Ouyahia-McAdams	Resident Representative, UNDP
Ms. Rosemarry McCreery	Director, Cambodia Office of the High Commissioner for Human Rights (COHCHR)
H.E. Mr. Mushahid Ali	Ambassador, Embassy of the Republic of Singapore
Mr. Hongly Ngo	Programme Manager, UNDP – Support to the National Programme for Administrative Reform
Mr. Long Panhavuth	Judicial Mentor Program, COHCHR
Mr. Juan Pablo Ordonez	Human Rights Officer, Cambodia Office of the High Commissioner for Human Rights
Mr. Jean-Claude Rogivue	Deputy Resident Representative, UNDP
Mr. Issei Sakano	Legal expert at the Ministry of Justice, JICA
Mr. Mario de Zamaroczy	Resident Representative, International Monetary Fund
Nongovernment Organizations	
Mr. Ang Eng Thong	President, Cambodian Bar Association
Ms. Chea Vannath	President, Center for Social Development (CSD)
Ms. Eva Galabru	Director, Cambodian League for the Promotion and Defense of Human Rights (LICADHO)
Mr. Kao Kim Hourn	Executive Director, Cambodian Institute for Cooperation and Peace (CICP)
Ms. Koy Veth	Director, Khmer Women's Voice Centre (KWVC)
Ms. Kun Bunny	Sor Sor Troung (SST)
Dr. Lao Mong Hay	Executive Director, Khmer Institute for Democracy (KID)
Mr. Neou Kassie	Executive Director, Cambodian Institute of Human Rights
Mr. Russell Peterson	Representative, NGO Forum
Mr. Sek Barisoth	National Officer in Charge, Cambodian Communications Institute (CCI)
Mr. Sok Sam Oeun	Executive Director, Cambodian Defenders Project
Mr. Shaun Williams	Project Coordinator, Land Study Project, OXFAM-GB
Mr. Thun Saray	Executive Director, ADHOC
Mr. Yeng Virak	Deputy Representative and Co-ordinator of Working Group on Civil Society, NGO Forum
Private Sector	
Meetings with 15 major businesses in Cambodia.	

ANNEX C

Matrix of Governance-Related External Assistance

Action/Items	Schedule	Status
1. Public Finance Reform and Macroeconomic Management		
a. Enhancing public revenues Strengthen customs administration and reform tariff policies VAT and public accounting	1999	Completed
b. Rationalizing and strengthening expenditure management Public expenditure Management Strengthen budgetary procedures to limit spending decisions outside the budgetary framework	1999-2002	
Establish responsibility for performance at the level of spending units; strengthen technical, financial, and managerial capacities	1999-2002	
c. Audit, accounting, inspection Establish proper audit and accounting system	1999-2002	
Develop capacity in audit and inspectorate function Develop capacity in audit and inspectorate function	2000-2002 Four years	Ongoing
d. Public procurement Institutional strengthening of the Department of Public Procurement	Four years	Ongoing
e. External aid and debt management Capacity building in external aid and debt management Capacity building in external aid and debt management	Three years 2000	Completed
f. Financial sector development Training seminar in bank policies and procedures Institutional strengthening of the Centre for Banking Studies Improve supervision capacity by strengthening staff and setting supervision guidelines Re-license all existing commercial banks under the new financial institutions law Financial sector development	Four years Three years 1999-2002 2000-2002 2000	Completed Ongoing
g. Improving statistics Socio-economic survey Improve Government Financial Statistics Capacity building in labor statistics	1999-2002 2002	
2. Public Administration		
a. Civil administration reform Public administration training		Ongoing
Program for capacity building for local government Computerized payroll system	1999 fiscal year Expected June 2000	Ongoing Ongoing
Civil service census	Monthly reports on "ghosts" and irregular cases; Census completion June 2000; Final Report July 2000	Ongoing — —

Type of Assistance	Counterpart	Support from Aid Agency
Advisory	MEF	IMF
TA	MEF	France
TA	MEF	AusAID
TA	MEF	WB/others
TA	MEF	WB
TA	MEF	WB/ADB
TA	MOT	ADB
	MEF (and the ministries receiving financial assistance from ADB)	ADB
TA	MEF	ADB
	MEF	ADB
TA	NBC	ADB
	MEF	ADB
	NBC	IMF
TA	NBC	
TA		ADB
TA	UNDP, Sweden	
	MEF	IMF
		ADB
	Royal School of Administration	France
	MOI, MEF	Japan
	Secretariat of Civil Service; oversight from SG of CAR	UNDP
	Secretariat of Civil Service; oversight from SG of CAR	(Advisor; Hongly Ngo)
		World Bank

Action/Items	Schedule	Status
Functional analysis of ministries	Design and implementation completed June 2000; Reorganization proposal July 2000; Staff readjustment plan Aug 2000	TOR prepared; searching for consultants — —
New remuneration system	Definition June 2000 Implementation Nov 2000	Ongoing
Career path for civil servants	Completed Sep 2000; Integration of civil servants to system Nov 2000	Draft prepared —
Training policy for civil service	Defined Adopted; Database on training	Work to begin early 2000
Dissemination of civil servants' obligations	Seminar, Dec 1999	Under preparation
De-concentration	Study; Program set up Mar 2000; Program implemented June 2000	Complete — —
Integrating surplus civil servants into society	Study Mar 2000;	—
	Funding June 2000; Action Plan implemented Sept 2000	— —
Core group	Definition March 2000; Funding June 2000; Implementation Sep 2000	— — —
Ministry of Education	Education policy for 2001-2005; HR policy; Aid management system	Work to begin in 2000
Ministry of Education	Broad sectoral policy and strategy review, leading to policy priorities and sequenced, strategic plans	Ongoing
Capacity building for public administration reform	2001	
Public administration reform	2001	
Capacity building in regional cooperation	2001	
b. Reforms of the Military		
Registration of 150,000 military personnel	1/3 of CVs entered in computer system; expected completion early 2000	Ongoing
Audit for pilot demobilization		
Support for widows of veterans		To be confirmed

Type of Assistance	Counterpart	Support from Aid Agency
Consultant for 4 person-months will train and supervise teams from ministries	SG of CAR Council of Ministers	World Bank IDA Grant
	SG of CAR Council of Ministers	UNDP (Advisor: Hongly Ngo)
	SG of CAR Council of Ministries	UNDP (Advisor: Hongly Ngo)
35 person-months TA, equipment	Presidency, Council of Ministers	EU Institutional Support Program (1.1 m euros)
Seminar Council of Ministers Consultant	SG of CAR	(Advisor: Hongly Ngo)
	SG of CAR Council of Ministers	(Advisor: Hongly Ngo)
Consultant	SG of CAR Council of Ministers	ADB requested for funding
Advisor	SG of CAR Council of Ministries	ADB and EU requested for funding (Advisor: Hongly Ngo)
20 person/months, TA, equipment	MOEYS	EU Institutional Support Project, 318,700 euros
	MOEYS	ADB SEIP (Consultant: Mike Ratcliffe)
TA		UNDP ADB ADB
TA, equipment	GS, Council for Demobilization of Armed Forces, Council of Ministers	World Bank Post-Conflict Unit; JICA support for computers; GTZ consultant (Senior Management Advisor) Germany, Japan, NL, Sweden IOM

Action/Items	Schedule	Status
Demobilization program, reintegration of underage soldiers, community development for mobilized families	1999-2000	Planned
c. Reform of Public Security International Technical Cooperation Service		Ongoing
Gendarmerie training		Ongoing
Program supporting involvement of public security	Since 1994 fiscal year	Ongoing
3. Judicial/Legal Reform, Legal Education, Human Rights Cambodian Criminal Justice Assistance Project (CCJAP)	Apr 1997-Mar 2000 (extension Apr 2000 to June 2001 awaiting approval)	Ongoing
Human rights, dispute resolution, Rule of Law analysis Training course and assistance in the drafting of the Penal Procedure Judicial reform		Ongoing
Assistance in drafting the Civil Code, Civil Procedure Code, training of judges, prosecutors, attorneys, other judicial officials	Mar 1999 - Mar 2000	Ongoing
Program supporting judicial reform	Since 1995 (fiscal year)	Ongoing
Judicial Mentor Program	End of 1999	Ongoing
Legal education at Cambodian Centre for Community Legal Education	Until Sep 2000	Ongoing
Administration of justice, Rule of Law, and good governance activities	Until Sep 2000	Ongoing
Legal aid/rule of law training program	Until Sep 2000	Ongoing
Law and development (magistrates)	2000	
Law and development II	2001	
Juvenile justice		Planned
Women's legal resources		

ADB-Asian Development Bank; AusAID- Australian Agency for International Development; CAR-Council for Administrative Reform; CV-curriculum vitae; EU-European
IMF- International Monetary Fund; IOM- International Organization for Migration; JICA-Japan International Cooperation Agency; MEF- Ministry of Economy and
Training and Youth Rehabilitation; MOT- Ministry of Tourism; MOWVA- Ministry of Women's and Veterans' Affairs; NBC- National Bank of Cambodia; NL- Netherlands;
Office of the High Commissioner for Human Rights; UNICEF- United Nations Children's Fund; UNDP- United Nations Development Programme; UNIFEM- United

Type of Assistance	Counterpart	Support from Aid Agency
Not yet determined	Executive Secretariat for Demobilization, MOSALVY, MOWVA	UNICEF
	General Direction of the National Police	France
	Royal Gendarmerie, ICRC	France
	MOI	Japan
TA	MOI, MOJ	Australia
MOJ	Canada	
Training; TA	MOJ	France
TA		Germany
TA	MOJ	Japan
	MOJ	Japan
		Norway; UNDP; UNCOHCHR
Training	University of San Francisco	US
	The Asia Foundation	US
Training	Cambodian Defenders Project	US
		ADB
		ADB
	MOSALVY; MOJ; MOI	UNICEF; RB
	UNIFEM	

Union; GS- General Secretariat; GTZ- German Agency for Technical Cooperation; HR- human resources; IDA- International Development Association; Finance; MOEYS- Ministry of Education, Youth and Sports; MOI- Ministry of Interior; MOJ- Ministry of Justice; MOSALVY- Ministry of Social Affairs, Labor, Vocational RB- Redd Barna; SG- Secretary-General; SEIP- Socioeconomic Investment Program; TA- technical assistance; TOR- terms of reference; UNCOHCHR- UN Cambodia Nations Development Fund for Women; US- United States; VAT- value-added-tax; WB- World Bank

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