

**Loan 1753-CAM: Stung Chinit Irrigation and  
Rural Infrastructure Project**

**FINAL REPORT ON INCOME RESTORATION PROGRAM  
UNDER RESETTLEMENT PLAN PHASE III  
(OCHORK TRIBUTARY)**

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July 200

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## **EXECUTIVE SUMMARY**

### **Background**

The Income Restoration Program for Ochork was initiated to mitigate the impacts on 380 households who were affected (lost more than 10% of their land) by the Stung Chinit Irrigation and Infrastructure Project. The Program started from the June of 2008 and completed in July 2009. The main components of the Program include agricultural production training, training on basic living skill, off-farm internship and job creation, post-training follow up and backstop support, and credit facility and self-help group establishment and management.

### **Agricultural Production Training**

Based on the preliminary situational analysis, the Program developed 5 modules for agricultural training including System Rice Intensification, Integrated Farming System, Pig Raising, Watermelon Farming, and Potato Farming which are suitable for the current situation of the target APs household in the area. In order to deliver effectively the training to the target APs, the Program selected 6 trainers from the 10 trainers of the previous program. Three trainers selected from the staffs of the Provincial Department of Agriculture, Forestry, and Fishery. Other three trainers selected from free land consultant who experienced with the relevant training. The agricultural production training was conducted in the village where the APs households are living. In order to provide further technical and advisory support for applying their knowledge and experiences from the training in their real practice, the continuous direct visit was made to each target APs household including APs members participated the training and APs members not participated the training.

The number of the target APs households participated in each training module is around 70%. The number of target APs household members participated in the Potato Farming training is 269 persons. The number of the target APs household members participated in the Integrated Farming System training is 260 persons. The number of the target APs household members participated in the Pig Raising training is 251 persons. The number of target APs household members participated in the Watermelon Farming training is 269 persons. The number of the

target APs household members participated in the System Rice Intensity training is 260 persons.

Based on our continuous monitoring and evaluation, we observed that most target APs household members were interested, involved, and understood the contents of the training. Even though they did not apply totally what they had learnt from the training, they could use at least some knowledge and experiences from the training to improve their agricultural production. For instant, most target APs households started to make Compos fertilizer, to grow productively watermelon and rice production, some started to raise pigs. However, they seemed to have some difficulties in changing totally their traditional practices specifically in rice growing.

### **Off-Farm Training and Internship**

In order to improve flexibility of income generation as well as to improve livelihood of the target APs households, the Program had provided off-farm training and internship as one of its main activities. The off-farm training and internship includes Family Financial Management Training, Self-help group and credit facility training, and off-farm internship and employment.

**The Family Financial Management training** was initiated (i) to make APs members understood the importance of money management for their family; (ii) to instruct them on how to manage their revenues; (iii) to instruct them on how to manage their expenditure; (iv) to make them understood on how to keep their money in productive and safety way; (v) to bring them the practices on borrowing and lending money in safety and productive mode; (vi) to instruct them on the practical family budgeting method; (vii) to direct them in practices on the record of their revenues and their expenditure; and (viii) to coach them on how to work with a bank and the benefits of working with a bank. The total number of APs household members participated in the training is 236 participants. Based on the immediate evaluation of the training, the team has noted that the participants have been actively involved the training, they explained their existing practices relevant to the training, they questioned and looked for clarification of some contents of the training. As previous training programs, the team has observed

that most participants were not familiar with taking notes during the training, they have just listened, expressed their views, questioned for clarification...etc.

### **The Self-help Groups and Facility Management Training**

It was initiated under five main objectives. The first objective is to explain the benefits of working as a group. The second objective is to equip participants with basic knowledge relevant to group formation (terms, conditions, and procedure for the selection of group leader, deputy leaders...etc), members role and responsibilities. The third objective on how to manage their revolving funds and working with a bank. The fourth objective is to coach participants with knowledge related to borrowing, saving, and lending money. The fifth objective of the training is to guide participants on how to conduct a meeting, how to report and interact in a meeting. The training was conducted through the 11 established self-help groups. The training was conducted two cycles, and there were in average, 80% of the group members participated in the training.

Concerning with **Off-Farm Internship and Employment**, the team had assessed internship and employment opportunities for young people of the target APs households, and had assisted young 25 ladies from the target APs households to work for garment factories in Phnom Penh. Besides, the team had assessed internship and job opportunities in local area, and had assisted 3 young ladies to do internship in mode tailoring and sewing, 2 young boys to do internship in motorbike repairing. Currently the three ladies have completed their internship and started their business already.

### **Self-Help Group and Credit Facility Establishment and Management**

**The self-help group** was conceptualized to facilitate the APs households to share general information, to share techniques and experience in agricultural production, off-farm business and living skill in order to improve their livelihoods, to share resources, physical and financial resources in order to enhance capacity of using their resources, to manage their groups credits so that they can have increase the accessibility to financial source. Besides these important activities, the self-help group members can perform also other social activities including

helping each others, organizing and enjoying social events together...etc. The team has divided all target APs households into 11 self-help groups, based basically on their geographic locations (for facilitating them in working together). In average, a self-help group consists of 30 households. We think that this number is not too big or too small. It can allow the group to meet, to share information, to make decision, and help each other effectively. However, there are two self-help groups that have their group members more than 40 households (they agreed to organize only one group for their village).

**The Credit Facility** was established to operate the revolving fund of the self-help groups. Its policy was designed with respect to three main principles. The first principle is sustainability: the funds will not be lost and should be available all the times for the target APs households. The second principle is productivity: the fund should provide value added (benefits) to the target APs households. The third principle is effectiveness: the fund should be accessible to the target APs households, specifically to those who really need it. Each self-group has its own saving account in ACLEDA Bank in Baray district. The revolving fund had been transferred to each account based on the number of the group members. All 11 self-help groups are currently increasing their revolving funds through the saving of the group members.

### **Post Training Follow Up and Backstop support**

The post training follow up and backstop support was introduce (1) to follow up the outcomes of the training as well as the APs households' situation; (2) to identify additional needs for support of the APs families; and (3) to provide directly advisory services and other possible supports to the APs families. This activity was implemented through direct visit to each target APs household house or farm in order to observe the real situation and to discuss with the target APs family members.

## **INTRODUCTION**

### **1. Intention and Structure of Report**

1. This final report has been prepared by Envisioning<sup>1</sup>, the NGO/Firm contracted to provide technical assistance in the income restoration program (it is referred later as the Program) for severely affected persons (APs) of the Stung Chinit Irrigation and Rural Infrastructure Project (SCIRIP). The report was prepared in consultation with MOWRAM resettlement unit, the resettlement unit of the Inter-Ministerial Resettlement Committee (IRC), Department of Agriculture, Forestry and Fishery, Education Center of the districts, and local authorities including the heads of the target communes and village leaders of the six villages wherein the target APs households are living.
2. This final report is prepared to present readers with the activities and results of the Program implementation for the period from June, 2008 to July, 2009. It includes the activities related to situational analysis of the target APs households, the finalization of training scope and target trainees, the organization and delivery of training agricultural production training, the off-farm training and internship, the follow up and backstop supports, and the activities relevant to self-help group and credit facility establishment and management.
3. The report is organized in six parts. The introductory part includes the intention and structure of the report, the background information of the Program, and the program scope and objectives. The second part reports on the activities involving situational analysis of the target APs households of the program including geo demography, and resources and needs assessment. The third part presents the finalization of training scope and target trainees. The fourth part describes the activities and results related to the organization and delivery of training and internship which includes the agricultural production training and the off-farm internship and training. The fifth part presents the activities related to self-help group and credit facility establishment and management. And the sixth part reports on the activities relevant to post training follow up and backstop support.

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<sup>1</sup> This is also referred to in this document as the Team.



## **2. Background Information on the Program**

4. The Income Restoration Program (the Program) for severely affected APs (in Ochorkk) by the Stung Chinit Irrigation and Rural Infrastructure Project (the Project) is associated with a sub-component of the Project first component, the Farmer Community Organization and Extension Services.
5. The Project involved the rehabilitation of the Stung Chinit irrigation system. The main objectives of the Project were to increase agricultural productivity and farmer incomes through the provision of irrigation and drainage, initially in the Priority Area for 2960 ha (4500 to 7000 ha wet season and 2000 to 3000 ha dry season). The project has established an infrastructure to provide a basis for future irrigation and drainage of a further approximately 4420 ha in the southern sector served by the existing main canal.
6. The Project consisted of four main components. The first component involved farmer community organization and extension services, which includes (i) land ownership assistance, (ii) formation and training of farmer water user groups (WUGs) and farmer water user communities (FWUCs), and (iii) agricultural extension services and research. The second component involved irrigation infrastructure which includes (i) replacement of the main diversion weirs on the Stung Chinit river, (ii) reconstruction of the embankments of the main canal, (iii) introduction of a passage to allow annual fish migration, (iv) development of the reservoir, (v) remodeling and construction of secondary canals and drains, and (vi) provision of field offices and equipments. The third component concentrated on irrigation and resettlement management which involves establishment and development of a system for farmer managed operations, and Stung Chinit project steering committee and PIU, including capacity building of the Steering Committee and MOWRAM staff in all technical aspects of the scheme management, the implementation of the RP by a provincial sub-committee, the management of information and consultation programs, and the provision and regulation of grievance procedures. The fourth component included improvement of roughly 150 km of rural roads in and around the project area, and upgrading of six local markets.

7. The Project has affected more than 2810 APs households. The Project has affected APs households in two main area: in Stung Chinit and in Ochork. The 847 APs households losing more than 10% of their total productive land in Stung Chinit has been mitigated already by the Program from the beginning of 2006 to the mid of 2008. So the target APs households of this Program are only those losing their land in Ochork Tributition.
8. The Program was initiated to mitigate the impacts of land losses and related effects of the Stung Chinit Irrigation and Rural Infrastructure Project on the severely affected people through provision of training for improving agricultural productivity, improving living skill and employment/job creation opportunities, and establishment of credit facility. The services is expected to cover for a period of one year (extendable based on the real situation) and will take place primarily in the Ochork Tributary, the RP III of the Stung Chinit Irrigation and Rural Infrastructure Project Area in the Santuk and Baray districts, Kampong Thom province. The direct beneficiary group is estimated to be 383 households living in different area in Santuk and Baray districts. The scope and components of the program (as indicated in the Terms of Reference) includes pre-vocational training and off-farm apprenticeship program, small scale agricultural and agro-industrial credit, agricultural production training, and post-training backstop support. The agricultural production training is proposed to be adjusted based on the actual situation of the APs households' land available for agriculture production.

### 3. Program Scope and Objective

9. **Main purpose of the Program:** The main purpose of the Program is to mitigate the negative impacts or related effects on people severely affected by the Project , specifically in Ochork Area.
10. **Specific objective of the Program:** The specific objective of the Program is to help the 380 AP households losing more than 10% of their land in restoring their incomes through improving their agricultural productivity, improving their capabilities in accessing to off-farm sources of income, and improving their living skill.

11. **Target Participants:** The target participants are primarily the severely affected households who lost their land (more than 10%) and/or houses in the Stung Chinit Reservoir, embankments and drain, specifically in Ochork reservoir. The total target beneficiary group is 380 households.
12. **Major tasks of the Program:** In order to achieve the aforementioned objective, the Program has carried out five main activities. The first activity involved with situational analysis including analysis of geo demography of the APs households, and assessment of general living condition and training needs. The second activity consisted of establishment of self-help group and credit facility in order to facilitate the severely affected households in financing their families. The third activity concerned with training organization and delivery for improving agricultural productivity and living skill of the target APs. The fourth activity included pre-vocational training and off-farm internship and employment/job creation for initiating new sources of income generation for the APs. And the last activity was to provide post-training backstop support in order to follow up the use of knowledge from the training, to follow up the APs living situation and problems, and to provide them further technical and advisory supports.
13. The program was planned in the way that it is not negatively disturb or have a direct impact to disrupt their day to day activities business or otherwise. The program was also designed using the participatory approach to gradually improve the absorption and learning capacity of the trainees in conducting their daily agricultural and business activities.

## PRELIMINARY SITUATIONAL ANALYSIS

### 4. Geo Demography of the Target APs Households

14. The Team has worked closely with the MOWRAM Resettlement Unit, IRC, and local authorities, specifically village leaders in the conduction of the geo demographic analysis and, eventually, in the preparation of the Inception Report. The team has also consulted with key other relevant organizations such as ACELDA Bank Plc., UNDP, and SBK Research and Development, and two other NGOs actively involved in the area: Group de Recherches et Echanges Technologiques (GRET) and Cambodian Center for Study and Development in Agriculture (CEDAC).
15. Based on the list given by MORAWM resettlement unit, the total number of the APs households losing their land in Ochork is 496: 380 households lost more than 10% of their land and 116 households lost less than 10% of their land. They are living in seven villages of the Baray district: 13 households living Taphok village, 62 households living in Balang village, 92 households living in Prey Dom village, 119 households living Pong Tek village, 48 households living in Tradet village, and 116 households living in Ta Orng village. All APs living in Ta Orng village (116 APs households) have lost less than 10 % of their land.

#### ***APs households living in Taphok village***

16. Taphok village locates in Balang commune, Baray district. The village is managed by a village leader, named Kho Seng, who is cooperative and friendly. There are only 13 households living in this village, losing more than 10% of their land in O-Chork Tribution. However, after the assessment visit, the team has revised this number by including 2 additional APs households (one from Balang village: Yet Yeoung, and one from Choeng Doeng village: Yea Soeung), because theses two households are living closer to Taphok village, they can join easily with Taphok people. So the finalized number of target APs households of Taphok village is 15 households. The name list of the target households is given in annex 1 of the report.

***APs households living in Balang village***

17. Balang village locates in Balang commune, Baray district. The village is managed by a village leader, named Ouch Sim, who is creative and cooperative. Based on the list of APs households given by the MOWRAM, there are 62 households living in this village, losing more than 10% of their land in O-Chork Tribution. During the assessment visit, the team has observed that four APs households are actually have repeated name (Ray Bo, Mit Leng, Meas Khy, and Uch Ky). The team has noted also that one APs household is actually living in Taphok village, and we has decided to let this family join Taphok village. So the finalized number of the target APs households living in Balang village is 57 families. The name list of the target households is given in annex 1 of the report.

***APs households living in Prey Dom village***

18. Prey Dom village locates also in Balang commune, Baray district. The village is managed by a village leader, named Orn Proeung, who is cooperative. According to the list of APs households given by the MOWRAM, there are 92 households living in this village, losing more than 10% of their land in O-Chork Tribution. However, after the assessment visit, the team has noted that there are actually four APs households have repeated name (Hun Say, Meas Oeun, Ham So, and So Dim). So the finalized num be of the target APs households living in this village is 88 families. The name list of the target households is given in annex 1 of the report.

***APs households living in Pornng Tek village***

19. Pornng Tek village locates also in Balang commune, Baray district. Based on the list of APs households given by the MOWRAM resettlement unit, there are 119 households living in this village, losing more than 10% of their land in O-Chork Tribution. However, after the assessment visit, the team has revised this number, because there are 5 APs households having repeated name (Nhol Khom, Soeu Kanh, Heng Noeun, Um Orn, and.....). So the finalized number of the target APs households living in Pornng Tek village is 114 families. The name list of the target households is given in annex 1 of the report.

### ***APs households living in Tradet village***

20. Tradet village locates in Choeng Doeng commune, Baray district. The village is managed by a village leader, named Svay Heang, who is cooperative. There are only 46 households living in this village, losing more than 10% of their land in O-Chork Tribution. After the assessment visit, the team has decided to keep the same numbers of APs households as given by MOWRAM resettlement unit. The name list of the target households is given in annex 1 of the report.

### ***APs households living in Choeng Doeng***

21. Choeng Doeng village locates in Choeng Doen commune, Baray district. The village is managed by a village leader, named Prum Pich, who is creative and cooperative. Based on the list of APs households given by the MOWRAM resettlement unit, there are 48 households living in this village, losing more than 10% of their land in O-Chork Tribution. After the assessment visit, the team has revised this number, because one target APs household was recommended to join Taphok village. So the finalized number of target APs households of Cheong Doeng village is 47 families. The name list of the target households is given in annex 1 of the report.
- 21 After the assessment on geo demographic situation of the target APs households, the team noted that some target APs households are living under one family, in one house (parents and children). In order to facilitate the conduction of the program, the team has considered 2 households living under one family as only one household. So, the final number of the target APs households under the program is 367 families.

## **5. Resources and Needs Assessment**

22. The assessment has been done on 342 target APs household in six villages. The field administrators have visited directly at their house with 342 target APs households living in 6 villages. They have visited 12 target APs households in Taphok village, 53 target APs households in Balang village, 83 target APs households in Prey Dom village, 104 target APs households in Pornng Tek village, 45 target APs households in Tradet village, and 45 target APs households in Choeng Doeng village. The

team has not yet met 25 target APs households due to some reasons: 3 target APs households in Taphok, 4 target APs households in Balang, 5 target APs households in Prey Dom, 10 target APs households in Pong Tek, 1 target APs household in Tradet, and 2 target APs households in Choeng Doeng. The team will try to meet them later in order to assess all the target APs households.

Table 1: APs households investigated during the assessment

District	Commune	Village	Total APs	visited APs	Others
Baray	Balang	Taphok	15	12	3
		Balang	57	53	4
		Prey Dom	88	83	5
		Pong Tek	114	104	10
	Choeng Doeng	Tradet	46	45	1
		Choeng Doeng	47	45	2
<b>Total</b>			<b>367</b>	<b>342</b>	25

23. The variables used for the assessment are classified in two types: raw variables and manipulated variables. The raw variables used in the analysis include:

- Household IRC-Number
- Household Head Name, Age, Level of Education, and Job
- Household Members' Name, Age, Level of Education, and Job
- Household Main Source of Income Generation
- **CL**: Current Landholding (existing land belong to an AP family)
- **CHR**: Competent Human Resource (family members who are capable to perform farming affairs)
- **FM**: Family Members (number of people living in an APs family)
- **L-Re**: Livestock Return, average return from livestock per month
- **OFR**: Off-farm Return, return from Off-Farm Job in average per month
- **CoMo**: Compensated Money given by the Government for the APs' land lost
- Veg-Re: Vegetable Return per month
- Rice-Re: Rice Return per month
- Fo-Ex: Expenses for Food per month
- En-Ex: Expenses for Energy per month
- Fa-Ex: Expenses for Facilities and others per month
- C&H-Ex: Expenses for Cloth and Health per month
- Agr-Ex: Expenses for Agricultural Production per month

The manipulated variables used in the analysis include:

- **AHRR:** Available Human Resource Capacity Ratio (number of competent human resource comparing against current landholding)
- **CLRC:** Current Land Return per Capita (current landholding, in dollar, divided by the family members): Potential return from land

$$\text{CLRC} = (\text{CL} \times 0.05\$) / \text{family members}$$

-CL: current landholding in m<sup>2</sup>  
-0.05\$: the standard return per m<sup>2</sup> of the land in the area (calculated based on the past return of people living in the area: 250\$ x 2t / 10000)

- **LRC:** Livestock Return per Capita, (return from livestock per capita in average per year)
- **OFRC:** Off-farm Return per Capita, (return from off-farm business per capita in average per year)
- **TRC:** Total Return per Capita (total return per capita in average per year)
- **TEC:** Total Expenses per Capita (total return per capita in average per year)

24. Besides the general description of the findings, the team used the following model for the analysis:

1. **CLRC < 51\$** → the family needs absolutely buying rice for annual consumption or it needs to buy more land for agricultural production and, or, it needs to do other business for income generation.
2. **CLRC: 51 - 70\$** → the family can have enough rice for its own consumption only. It means that the family needs absolutely to find other sources of income for its basic living (cloths, school...etc.).
3. **CLRC: 71\$-180\$** → the family can sell some rice for other uses, but it is not enough. It means the family needs to look for other sources of incomes for compensate its basic living.
4. **CLRC: 181-365\$** → the family can support their basic living, but no saving. The family needs to look for other sources of income for its saving.
5. **CLRC > 365\$** → the family can save some money for its future. It means the family can use only agricultural production for its business.
6. **TRC < 181 \$=>** the family can not survive without additional incomes. In other word, the family has to look absolutely for



the way where it can increase its income from agricultural production or off-farm business. This particular group needs a closer look by the program.

7. **TRC 181-365**=> the family can survive, but it is very difficult to save some money for its emergency use, or its future. In other word, the family needs to look for the way where it can increase its income from agricultural production or off-farm business. This particular group should be given the second priority of the program.

8. **TRC >365** => the family can survive with its current sources of incomes. It just needs to improve and sustain its business. The Model was developed based on the real living situation of the people in the area.

### ***Results of the assessment***

25. Based on the findings, the team has noted that the biggest source of revenue of the target APs households is off-farm business followed by rice production. The livestock is third main source of revenue, and vegetable farming seem to be lowest source of return. The target APs households expense mostly for foods, followed by facilities and others, cloth and health, agricultural production, and energy.
26. In order to be easy in identifying the household name and location, and characteristics, the analysis is made village by village based on the above mentioned Model.

Table 2: Resources, revenues, and expenses in average by village

Village	CHR	FM	AHRR	CL RC	VGC	LRC	OFRC	TRC	TEC	Fo-Ex	En-Ex	C&H-Ex	Fa-Ex	AgP-Ex	Rice-Re	Veg-Re	L-Re	OF-Re
Taphok	3.00	5.00	1910	63	5	59	236	363	297	61	4	16	24	3	20	2	19	91
Balang	3.23	4.49	4286	138	3	28	295	464	285	64	7	14	22	5	33	1	11	111
Pong Tek	3.27	4.77	2605	85	4	75	274	439	341	59	3	18	29	18	26	1	29	102
Prey Dom	3.45	5.25	4547	137	3	35	254	430	282	75	5	16	22	5	28	1	15	107
Tradet	3.64	4.80	4348	161	3	36	317	517	328	69	5	18	23	8	33	1	13	119
Choeng Doeng	3.53	5.40	5444	171	2	49	309	531	315	80	6	17	23	8	41	1	23	127
<b>Total Average</b>	<b>3.35</b>	<b>4.95</b>	<b>3857</b>	<b>126</b>	<b>3</b>	<b>47</b>	<b>281</b>	<b>457</b>	<b>308</b>	<b>68</b>	<b>5</b>	<b>17</b>	<b>24</b>	<b>8</b>	<b>30</b>	<b>1</b>	<b>18</b>	<b>110</b>

*Taphok Village*

Table 3: Income Generation Capacity of Taphok APs households

	CLRC <51	CLRC 51 - 70	CLRC 71-180	CLRC 181-365	CLRC >365	Total
TRC <181						
TRC181-365	<b>6</b>	<b>1</b>	<b>2</b>			<b>9</b>
TRC > 365	<b>1</b>		<b>2</b>			<b>3</b>
<b>Total</b>	<b>7</b>	<b>1</b>	<b>4</b>			<b>12</b>

*The names of the above families are given in annex 2*

27. *Households with CLRC less than USD 51. 7 families need absolutely buying rice for annual consumption. They need to buy more land for agricultural production, or, they need to do other business for income generation. Among them 6 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. 1 family can survive with their current sources of incomes. The family just needs to improve and sustain their business.*

28. *Households with CLRC USD 51-70.* 1 family can have enough rice for their own consumption. But the family is very difficult to save some money for their emergency use, or their future. In other word, the family needs to look for the way where they can increase their income from agricultural production or off-farm business.
29. *Households with CLRC USD 71-180.* 4 families can sell some rice for other uses, but it is not enough. It means those families needs to look for other sources of incomes for compensate their basic living. Among them, 2 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business, 2 families can survive with their current sources of incomes. they just need to improve and sustain its business.

Balang Village

Table 4: Income Generation Capacity of Balang APs

	<b>CLRC &lt;51</b>	<b>CLRC 51 - 70</b>	<b>CLRC 71- 180</b>	<b>CLRC 181- 365</b>	<b>CLRC &gt;365</b>	<b>Total</b>
TRC <181						
TRC181- 365		<b>3</b>	<b>10</b>			<b>13</b>
TRC > 365	<b>1</b>		<b>25</b>	<b>13</b>	<b>1</b>	<b>40</b>
<b>Total</b>	<b>1</b>	<b>3</b>	<b>35</b>	<b>13</b>	<b>1</b>	<b>53</b>

*The names of the above families are given in annex 2*

30. *Households with CLRC less than USD 51.* 1 family needs absolutely buying rice for annual consumption or they need to buy more land for agricultural production. However, the family can survive with its current source of income in off-farm business.
31. *Households with CLRC USD 51-70.* 3 families can have enough rice for their own consumption. But they need absolutely to find other sources of income for their basic living (cloths, school...etc.).

32. *Households with CLRC USD 71-180.* 35 families can sell some rice for other uses, but it is not enough. It means those families need to look for other sources of incomes to compensate their basic living. Among them, 10 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other words, those families need to look for the way where they can increase their income from agricultural production or off-farm business, 25 families can survive with their current source of income in off-farm business.
33. *Households with CLRC USD 181-365.* 13 can use their agricultural production to support their basic living expenses, but they can not save money for other needs or for their future from this source of income. However, the families can survive with their current source of income in off-farm business, they just need to improve their current source of income generation.
34. *Households with CLRC USD > 365.* 1 family can use their agricultural production as only one source of income to support their basic living expenses as well as other needs. This particular family should concentrate more on improving their agricultural production.

Porng Tek village

Table 5: Income Generation Capacity of Porng Tek APs

	<b>CLRC &lt;51</b>	<b>CLRC 51 - 70</b>	<b>CLRC 71- 180</b>	<b>CLRC 181- 365</b>	<b>CLRC &gt;365</b>	<b>Total</b>
TRC <181	<b>4</b>		<b>2</b>			<b>6</b>
TRC 181- 365	<b>16</b>	<b>4</b>	<b>5</b>	<b>1</b>		<b>26</b>
TRC > 365	<b>16</b>	<b>15</b>	<b>33</b>	<b>8</b>		<b>71</b>
<b>Total</b>	<b>36</b>	<b>19</b>	<b>40</b>	<b>9</b>		<b>104</b>

*The names of the above families are given in annex 2*

35. *Households with CLRC less than USD 51.* 36 families need absolutely buying rice for annual consumption or they need to buy more land for agricultural production and, or, they need to do other business for income generation. Among them 4 families are poor, they can not survive without additional incomes. 16 families can survive, but they are very difficult to save some

- money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. Another 16 families can survive with its current sources of incomes, they just need to improve and sustain their business.
36. *Households with CLRC USD 51-70.* 19 families can have enough rice for their own consumption. But they need absolutely to find other sources of income for their basic living (cloths, school...etc.). Among them, 4 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. 15 families can survive with its current sources of incomes, they just need to improve and sustain their business.
37. *Households with CLRC USD 71-180.* 40 families can sell some rice for other uses, but it is not enough. It means those families needs to look for other sources of incomes for compensate their basic living. Among them, 2 families are poor, hey can not survive without additional incomes can survive. 5 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. 33 families can survive with its current sources of incomes, they just need to improve and sustain their business.
38. *Households with CLRC USD 181-365.* 9 can use their agricultural production to support their basic living expenses, but they can not save money for other needs or for their future from this source of income. Among them, 1 family can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, the family needs to look for the way where they can increase their income from agricultural production or off-farm business. 8 families can survive with their current sources of incomes, they just need to improve and sustain their business.

Prey Dom village

Table 6: Income Generation Capacity of Prey Dom APs

	<b>CLRC &lt;51</b>	<b>CLRC 51 - 70</b>	<b>CLRC 71- 180</b>	<b>CLRC 181- 365</b>	<b>CLRC &gt;365</b>	<b>Total</b>
TRC <181						
TRC181- 365	<b>8</b>	<b>10</b>	<b>16</b>			<b>34</b>
TRC > 365		<b>3</b>	<b>24</b>	<b>21</b>	<b>1</b>	<b>49</b>
<b>Total</b>	<b>8</b>	<b>13</b>	<b>40</b>	<b>21</b>	<b>1</b>	<b>83</b>

*The names of the above families are given in annex 2*

39. *Households with CLRC less than USD 51.* 8 families need absolutely buying rice for annual consumption or they need to buy more land for agricultural production and, or, they need to do other business for income generation. However, all 8 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, the family needs to look for the way where they can increase their income from agricultural production or off-farm business.
40. *Households with CLRC USD 51-70.* 13 families can have enough rice for their own consumption. But they need absolutely to find other sources of income for their basic living (cloths, school...etc.). Among them, 10 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, the families need to look for the way where they can increase their income from agricultural production or off-farm business. 3 families can survive with their current sources of incomes, they just need to improve and sustain their business.
41. *Households with CLRC USD 71-180.* 40 families can sell some rice for other uses, but it is not enough. It means those families needs to look for other sources of incomes for compensate their basic living. Among them, 16 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. 24 families can survive with

their current sources of incomes, they just need to improve and sustain their business.

42. *Households with CLRC USD 181-365.* 21 can use their agricultural production to support their basic living expenses, but they can not save money for other needs or for their future from this source of income. However, the families can survive with their current sources of incomes, they just need to improve and sustain their business.
43. *Households with CLRC USD > 365.* 1 family can use their agricultural production as only one source of income to support their basic living expenses as well as other needs. This particular family should concentrate more on improving their agricultural production.

Tradet village

Table 7: Income Generation Capacity of Tradet APs

	<b>CLRC &lt;51</b>	<b>CLRC 51 - 70</b>	<b>CLRC 71- 180</b>	<b>CLRC 181- 365</b>	<b>CLRC &gt;365</b>	<b>Total</b>
TRC <181						
TRC181-365	<b>5</b>	<b>1</b>				<b>6</b>
TRC >365	<b>7</b>	<b>2</b>	<b>18</b>	<b>7</b>	<b>5</b>	<b>39</b>
<b>Total</b>	<b>12</b>	<b>3</b>	<b>18</b>	<b>7</b>	<b>5</b>	<b>45</b>

*The names of the above families are given in annex 2*

44. *Households with CLRC less than USD 51.* 12 families need absolutely buying rice for annual consumption or they need to buy more land for agricultural production and, or, they need to do other business for income generation. Among them, 5 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. 7 families can survive with their current sources of incomes, they just need to improve and sustain their business.

45. *Households with CLRC USD 51-70.* 3 families can have enough rice for their own consumption. But they need absolutely to find other sources of income for their basic living (cloths, school...etc.). Among them, 1 family can survive, but the family is very difficult to save some money for their emergency use, or their future. In other word, the family needs to look for the way where they can increase their income from agricultural production or off-farm business. 3 families can survive with their current sources of incomes, they just need to improve and sustain their business.
46. *Households with CLRC USD 71-180.* 18 families can sell some rice for other uses, but it is not enough. It means those families needs to look for other sources of incomes for compensate their basic living. However all 18 can survive with their current sources of incomes, they just need to improve and sustain their business.
47. *Households with CLRC USD 181-365.* 7 can use their agricultural production to support their basic living expenses, but they can not save money for other needs or for their future from this source of income. However all 7 can survive with their current sources of incomes, they just need to improve and sustain their business.
48. *Households with CLRC USD > 365.* 5 families can use their agricultural production as only one source of income to support their basic living expenses as well as other needs. This particular group should concentrate more on improving their agricultural production.

*Cheong Deong village*

Table 8: Income Generation Capacity of Cheong Deong APs

	<b>CLRC &lt;51</b>	<b>CLRC 51 - 70</b>	<b>CLRC 71- 180</b>	<b>CLRC 181- 365</b>	<b>CLRC &gt;365</b>	<b>Total</b>
TRC <181						
TRC181- 365	<b>1</b>	<b>3</b>	<b>4</b>			<b>8</b>
TRC > 365	<b>2</b>	<b>3</b>	<b>18</b>	<b>10</b>	<b>4</b>	<b>37</b>
<b>Total</b>	<b>3</b>	<b>6</b>	<b>22</b>	<b>10</b>	<b>4</b>	<b>45</b>

*The names of the above families are given in annex 2*



49. *Households with CLRC less than USD 51.* 3 families need absolutely buying rice for annual consumption or it needs to buy more land for agricultural production and, or, it needs to do other business for income generation. Among them, 1 family can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, the family needs to look for the way where they can increase their income from agricultural production or off-farm business. 2 families can survive with their current sources of incomes, they just need to improve and sustain their business.
50. *Households with CLRC USD 51-70.* 6 families can have enough rice for their own consumption. But they need absolutely to find other sources of income for their basic living (cloths, school...etc.). Among them, 3 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. Another 3 families can survive with their current sources of incomes, they just need to improve and sustain their business.
51. *Households with CLRC USD 71-180.* 22 families can sell some rice for other uses, but it is not enough. It means those families needs to look for other sources of incomes for compensate their basic living. Among them, 4 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. Other 18 families can survive with their current sources of incomes, they just need to improve and sustain their business.
52. *Households with CLRC USD 181-365.* 10 can use their agricultural production to support their basic living expenses, but they can not save money for other needs or for their future from this source of income. However all 10 can survive with their current sources of incomes, they just need to improve and sustain their business.
53. *Households with CLRC USD > 365.* 4 families can use their agricultural production as only one source of income to support their basic living expenses as well as other needs. This particular

group should concentrate more on improving their agricultural production.

*Income Generation Capacity of the Target APs households*

Table 9: Income Generation Capacity of the target APs households

	<b>CLRC &lt;51</b>	<b>CLRC 51 - 70</b>	<b>CLRC 71- 180</b>	<b>CLRC 181- 365</b>	<b>CLRC &gt;365</b>	<b>Total</b>
TRC <181	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>6</b>
TRC181- 365	<b>36</b>	<b>22</b>	<b>37</b>	<b>1</b>	<b>0</b>	<b>96</b>
TRC > 365	<b>27</b>	<b>23</b>	<b>120</b>	<b>59</b>	<b>11</b>	<b>240</b>
<b>Total</b>	<b>67</b>	<b>45</b>	<b>159</b>	<b>60</b>	<b>11</b>	<b>342</b>

54.. *Total Households with CLRC less than USD 51.* 67 families need absolutely buying rice for annual consumption or they need to buy more land for agricultural production and, or, they need to do other business for income generation. Among them 4 families are poor, they can not survive without additional incomes (these particular families need a closer look from the program). 36 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. And 27 families can survive with its current sources of incomes, they just need to improve and sustain their business.

55. *Total Households with CLRC USD 51-70.* 45 families can have enough rice for their own consumption. But they need absolutely to find other sources of income for their basic living (cloths, school...etc.). Among them, 22 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. 23 families can survive with its current sources of incomes, they just need to improve and sustain their business.

56. *Total Households with CLRC USD 71-180.* 159 families can sell some rice for other uses, but it is not enough. It means those families needs to look for other sources of incomes for

- compensate their basic living. Among them, 2 families are poor, they can not survive without additional incomes can survive (these particular families need a closer look from the program). 37 families can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, those families need to look for the way where they can increase their income from agricultural production or off-farm business. 120 families can survive with its current sources of incomes, they just need to improve and sustain their business.
57. *Total Households with CLRC USD 181-365.* 60 can use their agricultural production to support their basic living expenses, but they can not save money for other needs or for their future from this source of income. Among them, 1 family can survive, but they are very difficult to save some money for their emergency use, or their future. In other word, the family needs to look for the way where they can increase their income from agricultural production or off-farm business. 59 families can survive with their current sources of incomes, they just need to improve and sustain their business.
58. *Total Households with CLRC USD > 365.* 11 families can use their agricultural production as only one source of income to support their basic living expenses as well as other needs. This particular group should concentrate more on improving their agricultural production.
59. In total, there are 6 of the total target APs families can not survive without additional incomes. In other word, those families have to look absolutely for the way through which they can increase their income from agricultural production or off-farm business. Among them, 4 families don't have enough land for rice production for supporting their own annual rice consumption. So the 4 families may need to buy more land if they want to commit in farming activities as their past jobs. This particular group needs a closer look by the program. Other 2 families of the 6 families have enough land for rice production, but their return can't support their basic living, so they need to improve their agricultural productivities and look for other sources of incomes to support their living.
60. 96 families of the total 380 APs families can survive with their current return, but it is very difficult to them to save some

money for their emergency use, or their future. So, those families need to look for the way through which they can increase their incomes from agricultural production or off-farm business. Among them, 60 families have enough land for their rice production, other 36 families may need to look for buying more land if they want to use agricultural production as their main source of income.

61. 240 families of the total 380 APs families can survive safely with their current sources of incomes. So they just need to improve and sustain their business.
62. The revenues from off-farm business (employment, labor, small business...etc) are higher than other sources of revenue, followed by rice production and livestock farming. However, the rice production is the best source for their revenue, because it is more stable and can provide at least food to be survived.
63. The training on agricultural production, specifically rice production and potatoes farming need to be conducted for the target APs households. The training on family financial management should be important because it provide critical concept and practical experience relevant to initiating, anticipating, budgeting, and recording financial resource. Livestock farming training is also important for the target APs families.

## **FINALIZATION OF TRAINING SCOPE AND TARGET TRAINEES**

### **6. Agricultural Production Training**

#### 6.1 Training Scope

64. The selected agricultural training modules included in the training curriculum are developed based mainly on the result of Need and Resources Assessment and lesson learnt from previous program: Stung Chinit phase II, agro-ecosystems analysis on Stung Chinit Irrigation Systems by PDAFF and Department of Agricultural Extension, and participatory consultation with PDAFF officers. Therefore, there are 5 agricultural production training modules included in this agricultural training program.

65. The first agricultural training module is Rice production. Rice is main food security of local people. In order to improve rice productivity of local villagers and ensure sustainable environment, Systems of Rice Intensification (SRI) technique would be included in the training curriculum. SRI technique has been adapted by Ministry of Agriculture, Forestry and Fisheries (MAFF), this technique can save input such as seed and labour and increase productivity. Additionally, SRI technique can reduce or minimize external input dependency, such as chemical fertilizer and pesticide. However, this technique required proper irrigation system that can manage effectively water of the rice field. The there is also a justification of rice production for dry season.
66. The second and third agricultural training module are Watermelon and potatoes farming. They are well suited for agro-ecosystems of the target APs households. The result of findings revealed that some farmers often cultivated watermelon after rice harvest. Besides, local villagers tend to grow potatoes, because they have available land that is appropriate for doing so. However, the growing technique of potatoes is a substantial need by local villagers. Moreover, experiences of growing potatoes suggested earn high income.
67. The fourth agricultural training module is Integrated Farming Systems. To ensure the effective and efficient use of homestead land, the integrated farming systems module is significantly important to be considered. IFS is allowed local people to optimize use of local resources with cost-effective and earn high income. IFS is a combination livestock, vegetables and fish (if possible) farming. These enterprises are well interact to each other. For instance, the livestock manure can be used as fertilizer for vegetable crops and fish. In addition, IFS is suitable model for those local villagers whose hold a small pieces of land and constraint on labour and capital investment, especially for those vulnerable households such as women head of households, disable and poor households.
68. The fifth agricultural training module is Pig Raising. Based on the lesson learnt from previous experience and target APs need assessment, most APs households raise pig productively, and they can earn significantly income from this business.

Furthermore, raising pig can be made as family business, it is not required heavy capital resource, and it can give return in short term period.

## 6.2 Target Trainees

69. The training is open to all interested members of the 383 APs households. Even if the results from the resources and needs assessment indicate some diversity in terms of needs and available resources of the target APs households, willingness and commitment of them need to be considered, because we could not force them to do what they don't want. However, information and advices on the training will be given to each APs households members before training.

## 7. Basic Education Training

### 7.1 Training Scope

70. Based on the lesson learnt from previous program (Phase II) and the results of the resources and need assessment, people in productive age weren't interesting in basic literature training, they didn't want to attend training course on basic literature or English. The people knowledge related to family budgeting and money management is too low, and they are interested in money management for family as well as group. They want to follow the same way as the previous self-help groups have been doing.

### 7.2 Target Trainees

71. The training is open to all interested members of the 383 APs households. However, the target APs households members who can read and write should be more appropriate to benefit more from the training.

## 8. Apprenticeship and Job Creation

### 8.1 The Scope of Apprenticeship and Job Creation

72. It is recognized that the main objective of the apprenticeship is not only to equip APs with technical skill, but also to find immediately appropriate jobs after having finished the

apprenticeships. So sending APs to do apprenticeship in business area should be more appropriate than sending technical specialists to train APs in their villages (because the first alternative can give opportunities to trainees in finding or creating their jobs after having completed their apprenticeships).

73. The team has continuously consulted with NGOs, companies, and shops to find available apprenticeship/internship skills which are appropriate to the APs. Based on the preliminary consultation with some organizations, the team found that there are some skills and jobs available in the local area such motorcycle repairing, tailoring and sewing, hair cut and hair dressing, and care driving.

## 8.2 Target Trainees

74. The target trainees of this activity included young women and men who are family members of the target APs households, specifically vulnerable and landless households. However, the selection criteria include (1) availability to join the internship, (2) capability (appropriateness) to absorb knowledge and skill from the program and bring them to use in real practice.

## 9. Pre-apprenticeship Orientation

75. Living in business area (in internship places) is different from living in their home villages. So the APs who qualify to do apprenticeship in business districts should be equipped with some living skill in internship place in order to be able to manage their lives appropriately. Moreover, the actual apprenticeship period may be too short, so the qualified AP participants need to be provided orientation on urban situation prior to the commencement of the apprenticeship.

## **ORGANIZATION AND DELIVERY OF TRAININGS AND INTERNSHIP**

### **10. Organization and delivery of off-farm training and internship**

76. The off-farm training and internship was initiated to provide the target APs household knowledge and experiences relevant to living skill, group working skill, and technical skill outside farming activities that can enable the APs household members to improve their livelihoods. The off-farm training and internship consists of three main components including Family Financial Management training, Self-help Group and Credit Facility training, and Off-farm Internship and Employment.
77. Concerning with the Family Financial Management Training, the team has divided the 367 target APs families into 11 groups, 1 group in Taphok village, 2 groups in Balang village, 3 groups in Prey Dom village, 3 groups in Pornng Tek village, 1 group in Tradet village, 1 group in Choeng Doeng village. In order to increase the accessibility of participation and to encourage the trainees to participate the trainings, the team has decided to organize the training centers in the village where the APs household are living. The determination on locations of the training centers was made on the basis of population density of the APs households. In Taphok village, we used one training center (Damnak Primary School). In Balang village, we also used one training center (Balang Primary School). In Prey Dom village, we used two training centers (homes of the villagers). In Pornng Tek village, we used two training centers(homes of the villagers). In Tradet village, we used one training center (Damnak School). In Choeng Doeng village, we used one training center (homes of the villagers).



Table 10: Groups Division for Training

Commune	Village	Groups	Places for training	APs
<b>Balang</b>	<b>Taphok</b>	<b>1</b>	Damnak P. School	<b>15</b>
	<b>Balang</b>	<b>1</b>	Balang Primary School	<b>34</b>
		<b>2</b>		<b>23</b>
	<b>Prey Dom</b>	<b>1</b>	Home of APs	<b>32</b>
		<b>2</b>	Home of APs	<b>32</b>
		<b>3</b>	Home of APs	<b>24</b>
	<b>Pong Tek</b>	<b>1</b>	Home of APs	<b>38</b>
		<b>2</b>	Home of APs	<b>38</b>
		<b>3</b>	Home of APs	<b>38</b>
<b>Choeng Doeng</b>	<b>Tradet</b>	<b>1</b>	Damnak School	<b>46</b>
	<b>Choeng Doeng</b>	<b>1</b>	Home of APs	<b>47</b>
		<b>11</b>		<b>367</b>

78. To be effective in disseminating information, the field administrators cooperated with the village leaders, contacted directly each APs household, two times before each training session: the first time was one week before the training session, the second time was one day before the training session. During training session, each participant was given a package of training materials which consists of a book contented simple charts, tables and images, and papers and pencil for taking notes. Each training session consisted of two trainers (one from ACLEDA bank) and supervised by a supervision team: Team leader, training coordinator, and field administrator.
79. The trainers used the semi participatory approach as the strategy for the training. It means that during the first session, trainers and trainees interact together in order to find out more details of the existing practices and problems of the trainees, and then try to integrate new knowledge and experiences to be fit with practices. And during the second session, the trainers instructed the integrated and practical concepts and guideline to the trainees, and then the trainers let trainees practicing under direct correction of the trainers.
80. At the end of each training session, the trainers evaluated the result of the training based on four criterions: the degree of understanding, the degree of involvement, the commitment to

bring knowledge from the training to the real practice, and number of trainees who are actively involve the training.

### 10.1 Family Financial Management Training

81. The main objectives of the family financial management training are (i) to make APs members understood the importance of money management for their family; (ii) to instruct them on how to manage their revenues; (iii) to instruct them on how to manage their expenditure; (iv) to make them understood on how to keep their money in productive and safety way; (v) to bring them the practices on borrowing and lending money in safety and productive mode; (vi) to instruct them on the practical family budgeting method; (vii) to direct them in practices on the record of their revenues and their expenditure; and (viii) to coach them on how to work with a bank and the benefits of working with a bank.
82. The team has conducted the family financial management training for the target APs households from December 2008 to February 2009. The training was conducted through the established self-help groups so that the target APs household members could participate easily. Moreover, they could take this opportunity to enhance their interaction between group members.

Table 11: Number of the APs members participated Training

Village	Groups	Number of participants	Places for training	Total APs
<b>Taphok</b>	<b>1</b>	7	Damnak P. School	<b>15</b>
<b>Balang</b>	<b>2</b>	24	Balang Primary School	<b>34</b>
	<b>3</b>	12		<b>23</b>
<b>Prey Dom</b>	<b>4</b>	20	Home of APs	<b>32</b>
	<b>5</b>	18	Home of Aps	<b>32</b>
	<b>6</b>	17	Home of APs	<b>24</b>
<b>Pong Tek</b>	<b>8</b>	19	Home of APs	<b>38</b>
	<b>9</b>	30	Home of APs	<b>38</b>
	<b>10</b>	20	Home of APs	<b>38</b>
<b>Tradet</b>	<b>7</b>	36	Damnak School	<b>46</b>
<b>Choeng Doeng</b>	<b>11</b>	33	Home of APs	<b>47</b>
	<b>11</b>	236		<b>367</b>

83. The training for group 1 was conducted at Damnak Primary school where there were 7 APs members of 15 group members participated in the training. The number of participants of this group is low, because some of the group members are also the target APs of the previous income restoration program (Stungchhinit embankment).
84. The training for group 2 and group 3 in Balang village was conducted at Balang Primary School with 36 participants. The training for group 4, group 5 and group 6 in Preydom village was conducted at APs households home with 55 participants. The training for group 7 in Tradet village was delivered at Damnak School with 36 participants. The training for group 8, group 9 and group 10 in Pork Tek village was conducted at APs households home with 69 participants. The training for group 11 in Choeng Doeng village was delivered at APs household home with 33 participants.
85. The total number of APs household members participated in the training is 236 participants. Based on the immediate evaluation of the training, the team has noted that the participants have been actively involved the training, they explained their existing practices relevant to the training, they questioned and looked for clarification of some contents of the training. As previous training programs, the team has observed that most participants were not familiar with taking notes during the training, they have just listened, expressed their views, questioned for clarification...etc.

## **10.2 Self-help Groups and Credit Facility Management Training**

86. The Self-help Groups and Facility Management Training aimed at providing basic concepts and practices relevant to the establishment and management of self-help groups and credit facility to the target APs household members. The training has five main objectives. The first objective is to explain the benefits of working as a group. The second objective is to equip participants with basic knowledge relevant to group formation (terms, conditions, and procedure for the selection of group leader, deputy leaders...etc), members role and responsibilities. The third objective on how to manage their revolving funds and working with a bank. The fourth objective is to coach participants with knowledge related to borrowing, saving, and lending

- money. The fifth objective of the training is to guide participants on how to conduct a meeting, how to report and interact in a meeting.
87. The first cycle of the training on credit facility and self-help group establishment and management was conducted already in second quarter of the program. The training were conducted one day per group with concepts explanation and group discussion. All members of each self-help group were required to participate the training, specifically the group heads (group leaders) and the 4 deputy leaders. During each self-help group training, there was an ACLEDA Bank officer accompanied out trainers to provide some instruction on how to work with the Bank, and on banking services available for the APs households. The team planned to improve the target APs members knowledge on self-help group and credit facility establishment and management through monthly meeting of the groups and also through follow up and backstop support activities.
  88. The second self-help group and credit facility establishment and management training was conducted during the third quarter of the program. All target Aps household members, specifically household heads and group leaders and deputy leaders, were required to participate to the training. All group leaders and deputy leaders were presented in the training. Some household heads (around 20%) could not attend the training due to their private affairs. However, the team has updated them through home visit of follow up and backstop support.

### **10.3 Off-farm Internship and Employment**

89. Besides internship and employment in garment industry, the team has assessed internship and job opportunities in local area, and has discussed with some well-known tailoring shops and motorbike repairing centers for placing some young people for training and internship so that they can start their business whenever their opportunities occurred. As result, during the third quarter of this program, the team has sent 3 young girls to be trained in a local tailoring shop on cloth tailoring and design. The first young girl named Pork Saren selected from Choeng Doeng village, the second young girl named Kin Ya selected from

Porng Tek village, and the third young girl named Ho Ny selected from Balang village.

90. The team has also assisted 2 young boys to be trained on motorbike repair. The first young boy named Pok Sran selected from Porng Tek village, and the second young boy named Long Sokheng selected from Tradet village.
91. So, concerning with this activity, the team had assisted young 25 ladies from the target APs households to work for garment factories in Phnom Penh. Besides, and had sent 3 young ladies to do internship in mode tailoring and sewing, and 2 young boys to do internship in motorbike repairing. Currently the three ladies have completed their internship and started their business already. However, the 2 boys could not start yet their business due to their lack of commitment to their job.

#### **11. Organization and delivery of agricultural production training**

92. The team had included 5 modules into agricultural production training. For rice production, there are two modules including Integrated Farming System and System Rice Intensification. For vegetable farming, there are two modules including Watermelon Farming and Potato Farming. For livestock raising, there is only one module: Pig Raising.
93. For facilitating the target APs households members to participate the training as well as the conduction of trainings, the team has divided the 367 target APs families into 11 groups, 1 group in Taphok village, 2 groups in Balang village, 3 groups in Prey Dom village, 3 groups in Porng Tek village, 1 group in Tradet village, 1 group in Choeng Doeng village.
94. In order to increase the accessibility of participation and to encourage the trainees to participate the trainings, the team has decided to organize the training centers in the village where the APs household are located. The determination on locations of the training centers is made on the basis of population density of the APs households. In Taphok village, we used one training center (Damnak Primary School). In Balang village, we also used one training center (Balang Primary School). In Prey Dom village, we used two training centers (homes of the villagers). In Porng Tek village, we used two training centers(homes of the villagers). In

Tradet village, we used one training center (Damnak School). In Choeng Doeng village, we used one training center (homes of the villagers).

95. In order to increase the effectiveness in disseminating information, the field administrators cooperated with the village leaders, contacted directly each APs household, two times before each training session: the first time was one week before the training session, the second time was one day before the training session.
96. Each participant of the training was given a package of training materials which consists of a book contented simple charts, tables and images, and papers and pencil for taking notes.
97. Each training session consisted of two trainers and supervised by a supervision team: Team leader, training coordinator, and field administrator (and sometimes, we invited village leader to accompany us to visit the training sessions).
98. The agricultural training has been conducted from October 2008 to January, 2009. The number of the target APs households participated in each training module is around 70%. The total number of target APs household members participated in the Potato Farming training is 269 persons. The total number of the target APs household members participated in the Integrated Farming System training is 260 persons. The total number of the target APs household members participated in the Pig Raising training is 251 persons. The total number of target APs household members participated in the Watermelon Farming training is 269 persons. The total number of the target APs household members participated in the System Rice Intensity training is 260 persons.
99. In order to improve the knowledge and experiences of the target APs members as well as helping them bringing knowledge from training to real practice, the team continues to provide knowledge and experiences on agricultural production through follow up and backstop support activities.
100. Based on the immediate evaluation of the training, the team has noted that the participants have been actively involved the

training, they explained their existing practices relevant to the training, they questioned and looked for clarification of some contents of the training. However, the team has observed that most participants were not familiar with taking notes during the training, they have just listened, expressed their views, questioned for clarification...etc.

## **SELF HELP GROUPS AND CREDIT FACILITY ESTABLISHMENT**

### **12. Self-help group establishment and management**

101. The main purpose of the self-help group establishment is to facilitate the APs households to share general information, to share techniques and experience in agricultural production, off-farm business and living skill in order to improve their livelihoods, to share resources, physical and financial resources in order to enhance capacity of using their resources, to manage their groups credits so that they can have increase the accessibility to financial source. Besides these important activities, the self-help group members can perform also other social activities including helping each others, organizing and enjoying social events together...etc.
102. The team wants to inform that we have developed a guideline for self-help group establishment and management for Ochork APs households based on the existing guideline and experiences of the Stung Chhinit Income Restoration Program. According to the guideline, one self-help group should have one group head and 4 deputy heads. They should be selected by their group members based on voting system (decision should be made based on 50 + 1). The terms of the group head and other 4 deputy heads should be one year. They can continue to be the head or deputy head whenever the group members vote for them. One household of the group members has only one vote. The group head and deputy heads are responsible for the management of the group, and should work closely with other groups as well as other communities in the area or outside the area. Each self-help group should meet at least once a month in order to share ideas or information, or to make some necessarily decisions.
103. The team has divided all target APs households into 11 self-help groups, based basically on their geographic locations (for facilitating them in working together). In average, a self-help

group consists of 30 households. We think that this number is not too big or too small. It can allow the group to meet, to share information, to make decision, and help each other effectively. However, there are two self-help groups that have their groups members more than 40 households (they agreed to organize only one group for their village). The detailed number of the target APs households in each self-help group is indicated in table 12 of this report. The name-list of the group leader and deputy leaders is given in annex 3 of this report.

Table 12: Number of the APs members of each self-help group

<b>Village</b>	<b>Group Number</b>	<b>Total APs</b>
<b>Taphok</b>	<b>1</b>	<b>15</b>
<b>Balang</b>	<b>2</b>	<b>34</b>
	<b>3</b>	<b>23</b>
	<b>4</b>	<b>32</b>
<b>Prey Dom</b>	<b>5</b>	<b>32</b>
	<b>6</b>	<b>24</b>
	<b>8</b>	<b>38</b>
<b>Pong Tek</b>	<b>9</b>	<b>38</b>
	<b>10</b>	<b>38</b>
	<b>7</b>	<b>46</b>
<b>Tradet</b>	<b>7</b>	<b>46</b>
<b>Choeng Doeng</b>	<b>11</b>	<b>47</b>
	<b>11</b>	<b>367</b>

104. Based on the guideline, the team has facilitated each self-help group to select their group leader and four deputy leaders to be responsible for managing their group for one year. All group leaders and deputy leaders have received additional instruction and guidance on their role and responsibilities as a group leader or deputy leader, on how to conduct meeting, on how to work with bank, on how to prepare group reports, and on how to work together as a team. The group leader has to organize his or group meeting at least once a month, and has to report activities, specifically the financial activities, to the group members.
105. During the third quarter and the fourth quarter of the program, the team has conducted meetings for each group two times per month in order to strengthen knowledge and experiences of group leaders, deputy leaders as well as group members to work more effective among group members and with others people in



the area. Through these series of meeting, the team has also coached group leaders and deputy leaders on how to conduct effectively and efficiently group meeting.

### **13. Credit facility establishment and management**

106. With recognizance that the total amount of the revolving fund of the program is USD 9,000.00. This fund is available for 367 APs households who are losing more than 10% of their land. The fund should be delivered to borrower not more than USD 200.00 per household per time. The fund is preferably accessible for the most vulnerable APs households.
107. The team has developed a policy guideline for the management of the above revolving fund with respect to three main principles. The first principle is sustainability: the funds will not be lost and should be available all the times for the target APs households. The second principle is productivity: the fund should provide value added (benefits) to the target APs households. The third principle is effectiveness: the fund should be accessible to the target APs households, specifically to those who really need it. Based on the lesson learnt from the previous program and the feedback from the self-groups discussion, the team has made some change in sharing benefits (money earned from interest of loan) among the self-group members. The interest rate of self-help group loan should be 2 percent. The money earned from interest rate should be divided into 3 parts. The first part which consists of 25 percent of the total amount earned from interest rate should be used for the operation of the self-help groups. The second part which consists of 25 percent of the total amount earned from interest rate should be belong to the group leader and his/her four deputy leaders. The third part which consists of 50 percent of the total amount earned from interest rate should be saved for all self-help group members.
108. During the third quarter of the program, the team has opened a saving account for each self-help group at ACLEDA bank in Kampong Thmar market (Baray district). Moreover, the team has transferred the revolving fund to each self-help group already. The saving account number and their deposit (transferred revolving fund) is given in table 13 of the report.

109. In order to have some benefits from saving account as well as to be appropriate with the practice of the target APs households in the area, the deposit fund should be in Riel currency. So the revolving fund was exchanged with Riel (currency of Khmer) by using ACLEDA bank rate at the time of transfer (USD 1 = 4124 Riel). The revolving fund was divided by 367 target APs household with equal amount per household. So, the deposit amount of each self-help group varies according to the number of the APs household in the group.
110. In order to facilitate dissemination of financial information, the team has discussed with the management of Kampong Tmar branch of ACLEDA Bank to provide every month the balance of each self-help group account to account holders and to IRC resettlement Unit through the team. The team has developed also a format of monthly report for self-help group leaders in order to facilitate them in sharing monthly financial information to their members. As result, during third and the fourth quarter period of the program, the ACLEDA bank has issued already to each self-group and also to the team the monthly statement of each saving account of March, April, May, and June 2009.
111. The team has worked closely with the established self-help group and credit facility to monitor and to guide them in operating their groups, specifically their financial operation for each month. The detailed report on monthly financial statement of each self-help facility is given in annex 4 of this report.

Table 13: The statement of saving account of self-help group

Nº	Village name	Nº	Group name	Account code	Number of Communities member	Leader name	Amount in Riel
01	Taphork	1	Taphork kromthmey	00102-20-001054-1-1	15	Mr. keng sout	1,528,800R
02	Balang	2	Balang samakei	00102-20-001058-1-1	34	Mr. ray Boor	3,437,400R
		3	Balang kromthmey	00102-20-001059-1-1	23	Mr. Chroeng Sim	2,325,300R
03	Prey dum	4	Prey dum meanrith	00102-20-001051-1-1	32	Mr. Eng Em	3,235,200R
		5	Prey dum Phum kandal	00102-20-001053-1-1	32	Ms.Yean Korng	3,235,200R
		6	Prey dum Tulkro Sang	00102-20-001052-1-1	24	Ms.Yem Nim	2,426,400R
04	Trordet	7	Tror det Akphivat	00102-20-001056-1-1	46	Ms.Men Hol	4,650,600R
05	Porng Toek	8	Porng Toek Phum chas	00102-20-001057-1-1	38	Mr. Huy Sreang	3,841,800R
		9	Porng Toek Phom kandal	00102-20-001055-1-1	38	Mr. Meas Mum	3,841,800R
		10	Porng Toek thnorl keng	00102-20-001060-1-1	38	Mr. Ke Sophart	3,841,800R
06	Choeung doeung	11	Choeung doeung meanrith	00102-20-001061-1-1	47	Mr. Toch Yorm	4,751,700R
<b>Total</b>	<b>6 villages</b>		<b>11 Group</b>	<b>11 Account code</b>	<b>367</b>	<b>11</b>	<b>37,116,000R</b>

## **POST TRAINING FOLLOW UP AND BACKSTOP SUPPORT**

112. The following up and backstop support to the target APs households was conducted through home visit to each target APs household's house or field. The main purposes of the home visit are (1) to follow up the outcomes of the first training cycle as well as the APs households' situation; (2) to identify additional needs for support of the APs families for the next step, and (3) to provide directly advisory services and other possible supports to the APs families.
113. In order to conduct effectively the home visit, the team has worked closely with each village leader, the self-help group leaders and deputy leaders to make appointments with each APs household 2 days before the visit. In the appointment with each APs household, we requested for meeting with all household's members with productive age (specifically the key members of each household).
114. The home visit for one household took around 30 minutes in working with each appointed household. During the visit, the team used the monitoring tool for the basis of the discussion. The team has provided the two cycles of the visit to each target APs household.

## **CONCLUSION**

115. Concerning with self-help group and credit facility management, the target APs households have not yet able to work appropriately by their own groups. The same as previous program, the first problem was that they faced some difficulty in gathering their members to join meeting. The second problem was that they could not present and take note effectively, event if we had provided report format and note format to them. Even though we have some experiences from the previous program, many difficulties still appear due to limitation of the program time frame (only one year) and lower educational level of the target APs household. However, target APs of the 11 self-help group tend to commit to their group, specifically financial operation, they decide to save their money monthly to increase their revolving fund. The activities related to using the group funds and reports have not proper yet. In short, In order to

sustain the established self-help group and their credit facility, at least one-year part time involvement of the program to assist them in managing their group and credit facility is highly recommended.

116. Concerning with the agricultural production training, we have noted that most target APs households members could use at least some knowledge and experience from the training to improve their agricultural production. Most target APs households started to develop compos fertilizer to improve their rice production, and started to grow productively watermelon after rice growing season. Some APs households started to apply raise pigs. But they seemed to have some difficulties in change totally their traditional practices specifically in rice growing. In short, agricultural production training could be conducted only to improve their existing practice, and not to introduce new technique and change totally their traditional practice due to some constraints: behavioral constraint, resource constraint, and situational constraint.
117. With reference to the off-farm training and internship, most people were interested in the training. They involved, and understood most concepts of the training. But they seemed to have difficulties in bringing their knowledge to the real practices. The main difficulty was meeting management (reporting, paper work as well as gathering). It is difficult change their habits from just thinking about their concurrent problems to anticipating, analyzing, taking note (specifically recording revenues and expenditures), and tracking actual events. However, with our continuous direct visit and support, most target APs households have managed better their resources: They tend to discuss on their potential revenues and expenditures, they have saved and deposited their money in bank, they have stopped borrowing money with high interest rate, and some families can record their incomes and expenses in formal written statement.

**Annex 3 : Management team of each self-help group**

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**ខេត្តកំពង់ចាម**

**ស្រុកបាវាយណ៍-សន្ទុក**

**កម្មវិធីបណ្តុះបណ្តាលស្តារប្រាក់ចំណូល**

**ផ្នែក : រដ្ឋបាលស្ទឹងជំនិត**

**ព្រះរាជាណាចក្រកម្ពុជា**

**ជាតិ សាសនា ព្រះមហាក្សត្រ**

២០២០-០៤-០៤

**តារាងបញ្ជីឈ្មោះប្រធាន-អនុប្រធានក្រុមជួយខ្លួនឯង**

**សំរាប់គ្រប់គ្រងប្រាក់សហគមន៍តាមក្រុមនីមួយៗ**

**១- ស្រុក បាវាយណ៍**

**១- ភូមិ តាកោក ឃុំ បង្គំខ្នុរ :**

**①- ក្រុមទី ០១ : ឈ្មោះ តាកោកក្រុមទី សមាជិកចំនួន ១៥ នាក់ អត្រាការប្រាក់ ២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ-តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	ខេង សូត្រ	ប្រ	១៩៨០	ប្រធានក្រុម	៥	០០	០០២/០០៤A	ខេង សូត្រ
០២	ជា ហឿន	ស្រី	១៩៧៩	អនុប្រធានទី ១	២		០០១/០០២	ជា ហឿន
០៣	នី ខុន	ស្រី	១៩៨៤	អនុប្រធានទី ២	១		០០៣/០៣១A	នី ខុន
០៤	សំ កុល	ស្រី	១៩៨២	អនុប្រធានទី ៣	១		០០៣/០០៣	ប៉ា ម៉េង
០៥	ខេង យឿន	ប្រ	១៩៨១	អនុប្រធានទី ៤	០		០០៥/០០៩	តាញ សឿង

**២. តម្លៃ បង្កើន ឬ បង្កួត :**

**១. ក្រុមទី ០២ : ឈ្មោះ បង្កើនសាមគ្គី** សមាជិកចំនួន **៣៤នាក់** អត្រាការប្រាក់ **២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ - តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	រ៉ាយ បូ	ប្រ	១៩៥៨	ប្រធានក្រុម	១០	០០	០០១/០១២	រ៉ាយ បូ
០២	នួន យ៉ាន់	ស្រី	១៩៦៨	អនុប្រធានទី ១	៦		០០៣/០៤៧	នួន យ៉ាន់
០៣	សយ ភឿន	ស្រី	១៩៨៦	អនុប្រធានទី ២	៣		០០៣/២៥០A	កេត ស៊ឹម
០៤	ប៉ាត យេង	ស្រី	១៩៧៤	អនុប្រធានទី ៣	២		០០៥/០៥៩	ប៉ាត យ៉ន
០៥	ឡុង រ៉េត	ស្រី	១៩៨៦	អនុប្រធានទី ៤	១		០០១/១០១	ជួត ភុន

**២. ក្រុមទី ០៣ : ឈ្មោះ ទាក់ទងក្រុមថ្មី** សមាជិកចំនួន **២៣ នាក់** អត្រាការប្រាក់ **២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ - តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	ច្រឹង ស៊ឹម	ប្រ	១៩៥៨	ប្រធានក្រុម	៨	០០	០០៣/០៤៩	ច្រឹង ស៊ឹម
០២	ពត យ៉ន	ស្រី	១៩៧១	អនុប្រធានទី ១	៤		០០៤/០១៦	ប្រាក់ សុខ
០៣	សេង ហ៊ុំ	ប្រ	១៩៥៦	អនុប្រធានទី ២	២		០០១/០៥៤	សេង ហ៊ុំ
០៤	អ៊ុច ថ្មី	ស្រី	១៩៦៤	អនុប្រធានទី ៣	០		០០៥/០១៣	អ៊ុច ថ្មី
០៥	ឌីប លឿ	ប្រ	១៩៦៨	អនុប្រធានទី ៤	០		០០១/០៥១	ឌីប លឿ

**៣. តួអង្គ ព័ត៌មាន ឃុំ ចើងជើង :**

**①. ក្រុមទី ០៤ : ឈ្មោះ ព័ត៌មានមានប្តី មហាជនចំនួន ៣២នាក់ អត្រាការប្រាក់ ២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ-តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	អេង អ៊ឹម	ស្រី	១៩៧៤	ប្រធានក្រុម	១២	០០	០០៥/០៦១	យ៉ែម ហឿន
០២	ប៊ុច រ៉ុន	ប្រ	១៩៦៣	អនុប្រធានទី ១	៥		០០៣/០១៩	ប៊ុច រ៉ុន
០៣	អ៊ុល សៀន	ស្រី	១៩៧៩	អនុប្រធានទី ២	៣		០០១/០៧៩A	អ៊ុល សៀន
០៤	យីធូ ចាន់សៀប	ស្រី	១៩៨០	អនុប្រធានទី ៣	២		០០៤/០២៦	យីត ចាន់សៀប
០៥	វង ធី	ស្រី	១៩៧១	អនុប្រធានទី ៤	២		០០៣/០៥៩	ធី ហុម

**②. ក្រុមទី ០៥ : ឈ្មោះ ព័ត៌មានគណ្តាល មហាជនចំនួន ៣២នាក់ អត្រាការប្រាក់ ២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ-តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	យាន គង់	ស្រី	១៩៨៧	ប្រធានក្រុម	៨	០០	០០៤/០២២	ហែម យឿង
០២	ឌី ហឿន	ស្រី	១៩៨២	អនុប្រធានទី ១	៤		០០១/០៧៤	គឹម ឌីន
០៣	សុង ធឿន	ស្រី	១៩៧៣	អនុប្រធានទី ២	២		០០៣/០៥៥	ឡុញ សឿន
០៤	នួន រ៉ុន	ស្រី	១៩៧៩	អនុប្រធានទី ៣	១		០០៤/០៦០	យឹម ហួត
០៥	យាន យ៉ឹម	ស្រី	១៩៧៦	អនុប្រធានទី ៤	១		០០៤/០២៣	ម៉ុ ណាត



**៣\_ក្រុមទី ០៦ : ឈ្មោះ ព្រៃខ្ពង់រាបស្រស់ខ្លះ សមាជិកចំនួន ២៤នាក់ អត្រាការប្រាក់ ២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ-តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	យ៉ែម នឹម	ស្រី	១៩៨៧	ប្រធានក្រុម	១០	០០	០០៣/០៥០	ចាប រឿន
០២	ពៅ វីន	ស្រី	១៩៨៥	អនុប្រធានទី ១	៥		០០១/០១៧	ពេជ រឿន
០៣	ឈឹម ភី	ស្រី	១៩៨៦	អនុប្រធានទី ២	១		០០៣/០១៨	ធន់ ភឿន
០៤	សាត សេង	ស្រី	១៩៨៣	អនុប្រធានទី ៣	១		០០៤/០២១	សាត សេង
០៥	យ៉ែម សុខយីន	ស្រី	១៩៨៣	អនុប្រធានទី ៤	១		០០៣/០១៦	ហាម សូ

**៤\_ក្រុម ត្រូវដិត ឃុំ ចើងដើង :**

**១\_ក្រុមទី ០៧ : ឈ្មោះ ត្រូវដិតអភិវឌ្ឍន៍ សមាជិកចំនួន ៤៦នាក់ អត្រាការប្រាក់ ២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ-តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	ម៉ែន ហុស	ស្រី	១៩៧២	ប្រធានក្រុម	១៣	០០	០០១/០៣១	ប៊ុន ប៊ូ
០២	យួង យាន	ស្រី	១៩៧៣	អនុប្រធានទី ១	១១		០០១/១២៥A	តាក់ ម៉ឺន
០៣	យួង ឈី	ប្រ	១៩៦១	អនុប្រធានទី ២	៥		០០១/០២៦	យួង ឈី
០៤	ពេញ ស៊ីន	ប្រ	១៩៧៩	អនុប្រធានទី ៣	៣		០០៣/១៣២A	ពេញ ស៊ីន
០៥	កែវ ហឿន	ស្រី	១៩៨១	អនុប្រធានទី ៤	២		០០១/០២៩	កែវ ស៊ុម

**៥\_ក្រុម ពងទឹក ឃុំ ចើងដើង :**

**១\_ក្រុមទី ០៨ : ឈ្មោះ ពងទឹកភូមិចាស់ សមាជិកចំនួន ៣៨ នាក់ អត្រាការប្រាក់ ២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ-តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	ហួយ ស្រែង	ប្រ	១៩៨៦	ប្រធានក្រុម	៩	០០	០០១/១៦៥A	ហួយ ស្រែង
០២	ហួយ ធឿន	ស្រី	១៩៧៤	អនុប្រធានទី ១	៥		០០១/១៦៣A	ក្រូច ឈឿង
០៣	ឈួន ឡេង	ស្រី	១៩៧១	អនុប្រធានទី ៣	២		០០២/១១២A	យាន ធី
០៤	ហង្ស ម៉ៅ	ស្រី	១៩៥៨	អនុប្រធានទី ២	១		០០៥/០៤៧	ហង្ស ម៉ៅ
០៥	និន អឿន	ស្រី	១៩៦២	អនុប្រធានទី ៤	១		០០១/០៩៦	ហ៊ុន ញ៉ែត

**២-ក្រុមទី ០៩ : ឈ្មោះ ពលទីកភូមិកណ្តាល សមាជិកចំនួន ៣៨នាក់ អត្រាការប្រាក់ ២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ-តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	មាស ម៉ុ	ប្រ	១៩៦៥	ប្រធានក្រុម	១០	០០	០០៤/០៩៦	មាស ម៉ុ
០២	អ៊ុក រ៉ែន	ប្រ	១៩៧៨	អនុប្រធានទី ១	៧		០០១/១៥៨A	អ៊ុក រ៉ែន
០៣	អេង សយ	ស្រី	១៩៧៨	អនុប្រធានទី ២	៤		០០៣/០៧៨	មាស រ៉ែន
០៤	ហង់ យី	ស្រី	១៩៦៩	អនុប្រធានទី ៣	២		០០៤/០២១A	និន អុន
០៥	គឹម ហឿន	ស្រី	១៩៥៨	អនុប្រធានទី ៤	១		០០៥/០៧១	គឹម ហឿន

**៣-ក្រុមទី ១០ : ឈ្មោះ ពលទីកថ្មល់កែវ សមាជិកចំនួន ៣៨នាក់ អត្រាការប្រាក់ ២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ-តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	កែ សុផាត	ប្រ	១៩៦៦	ប្រធានក្រុម	៦	០០	០០៣/០៧៦	កែ សុផាត
០២	មាស យ៉េង	ស្រី	១៩៦១	អនុប្រធានទី ១	៤		០០១/០៤៨	មាស យ៉េង
០៣	យា យាង	ប្រ	១៩៧៤	អនុប្រធានទី ២	៣		០០៣/០៧៤	យា យាង
០៤	ឃិន រ៉ែន	ស្រី	១៩៨៣	អនុប្រធានទី ៣	៣		០០៥/០៤៥	ស្នង រ៉ែន
០៥	ប៉ក់ សុភាព	ប្រ	១៩៧០	អនុប្រធានទី ៤	២		០០៥/០៩៤	ម៉ក់ សុភាព

**៣-ក្រុម មើលដើម ឃុំ មើលដើម :**

**១-ក្រុមទី ១១ : ឈ្មោះ មើលដើមមានប្អូន សមាជិកចំនួន ៤៧ នាក់ អត្រាការប្រាក់ ២%**

ល.រ	នាម-គោត្តនាម	ភេទ	ឆ្នាំកំណើត	ឋានៈ-តួនាទី	សំឡេងគាំទ្រ	អនុវាទ	លេខកូដ IRC	ឈ្មោះ IRC
០១	តូច យ៉ាយ	ប្រ	១៩៥៨	ប្រធានក្រុម	២០	០០	០០៤/០៧៨	តូច យ៉ាយ
០២	ងួន រឿង	ប្រ	១៩៦១	អនុប្រធានទី ១	១០		០០៥/០៨៣	ងួន រឿង
០៣	ឡុញ តឿ	ស្រី	១៩៧៥	អនុប្រធានទី ២	៣		០០៥/០៨៥	ឡេង ម៉េត
០៤	វ៉ា រី	ប្រ	១៩៧២	អនុប្រធានទី ៣	២		០០២/០៨៨A	វ៉ា រី
០៥	អេង សំ	ស្រី	១៩៧៩	អនុប្រធានទី ៤	១		០០២/១០៣A	ហែម គង់

~ សរុបចំនួន ១១ក្រុម ប្រជាជនសរុប ៣៦៧ក្រុមសាម

~ មានចំនួន ៦ ក្រុម ស្ថិតនៅក្នុងស្រុកបាវាយ

បារាយណ៍, ថ្ងៃទី ០៥ ខែ កុម្ភៈ ឆ្នាំ ២០០៩

**ប្រធានរដ្ឋបាលកម្មវិធី**

