

Non Timber Forest Products

Annual Report

2008



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1. Introduction

1.1 Background

Non-Timber Forest Products (NTFP) is a local NGO based in Ratanakiri Province, NE Cambodia, which has played a critical role since 1996 in advocacy for indigenous rights and resource tenure. Non-Timber Forest Products was registered with the Ministry of Interior of Royal Government of Kingdom of Cambodia in March 2007. From its inception, NTFP was founded on the core issues of secure access to land and sustainable natural resources management, (NRM). The importance of cultural resources and identity in relation to natural resources emerged during the first phase (1996-1998). These core issues were addressed by the re-defined mission statement and strategy which NTFP developed, see below.

Effective engagement with indigenous communities, developed over a considerable time, is now a particular strength of NTFP. NTFP targets rural indigenous ethnic minority villages which do not have other organizations to support them on NRM, and because their different culture and practices, different social institutions, beliefs and values are not understood by outsiders. Communities are not able to defend their interests themselves because they cannot speak the administrative language, they lack technical skills and technology to support their claims and they are not empowered to demand their rights because they do not know what their rights are. They are also not aware of the legal instruments enacted by the country and need help to include their concerns in the formulation of legal instruments.

1.2 Vision and Mission

NTFP's vision and mission continue to remain relevant, but have been modified for the next 3 year phase to reflect the importance of cultural survival.

NTFP's Vision:

Indigenous peoples in Cambodia exercise their rights and effectively participate in the development of the national society; use and manage their land and natural resources for their sustainable livelihood and maintain their cultural identity.

NTFP's Mission:

To promote indigenous communities, both women and men, to effectively and equitably participate in decision making allowing them to choose their own future, especially to assure their rights in sustainably managing, using and developing their land and natural resources that are the basis of their livelihoods and for conserving their culture.

1.3 *Activities*

In 2008, NTFP worked to implement 6 projects/programmes:

- Indigenous Rights to Land Management Project
- Cooperative Management Learning Network Project
- Indigenous Community Governance Project
- Indigenous People Well Being Project
- Non-Formal Education Programme
- Indigenous Youth Development Project

1.4 *Introduction to This Report*

This report looks back over 2008 and reviews the major activities which took place, using two main headings. Firstly, the report considers NTFP as an organization and highlights significant developments. Secondly, it looks at the project activity undertaken, explaining what was done and what was achieved. Finally, the report looks ahead to 2009, noting the challenges which are expected and outlining the new work which NTFP will undertake.

2. NTFP in 2008

During 2008, several changes were made to the organizational structure and management systems in order to improve the delivery of project activities to the target communities.

2.1 *Organizational Structure*

In early 2008, based on discussion and consultation with Mr. Lindsay Alexander, (then NTFP Advisor) the organizational structure was revised in order to improve the field operations. In particular, financial and management issues were addressed in order to reduce the hierarchy and associated bureaucracy that were making field work slow and unresponsive. In the new structure, the Program Manager position (PM) was removed. The Project Coordinators (PCs) now report directly to the ED. The PC's roles and responsibilities were also reviewed. The PCs are now responsible for the management of their own staff, field activities and financial authorization, ie the decision making and approval of expenditure related to their projects.

2.2 *Policies*

The structural changes outlined above have been incorporated in a wider review of all NTFP Policies, aimed at streamlining procedures and further reducing bureaucracy. The following policies have been reviewed:

- Financial
- Administrative
- HR Management

The Management Committee (MaCom) has kept the Board informed of major changes throughout the year, seeking their guidance where appropriate. The revised policies will be presented to the NTFP Board for formal approval in March 2009.

2.3 *Financial Systems*

NTFP receives funding from many donors, each with different requirements in terms of accounting. In order to better meet the demands placed on the organization, NTFP will upgrade its financial software programme to adapt to the new scope of work. It is intended to adopt the *Quick Book* program and financial staff will be trained in Mar 2009.

2.4 *Staffing*

As of Jan 2008, NTFP started to grow bigger in size both in terms of project activities and human resources. During the year 3 new projects were initiated and existing projects were extended to other communities in the target areas. These were the Community Governance Project, (funded by Ockenden) and the NFE, both now extended to other communes.

To meet these demands, in 2008 NTFP recruited 3 staff (2f). 1 Administrative assistant (f) and 2 (1f) NFE project staff. In addition, 2 (1f) interns were taken on for the NFE. During the year 4 staff resigned from NTFP to work with other organizations in Ratanakiri and other provinces. Those leaving included Lindsay Alexander; however the Advisor position he occupied was replaced in Nov 08.

2.5 *Staff Development*

In order to develop the knowledge and skills to transfer to communities, in 2008 NTFP built staff capacity through a variety of means, for instance: workshops, events and forums delivered by NGOs partners, internal training sessions, on-the-job training, exchange visits, and training delivered by partner NGOs and government agencies, (CLEC, LAC, ICC, PSF, AAC, NGO Forum, DPA, CCC, Ockenden, ILO-ITP, Mol, SEARCO-IAITPTF (in Chhiang Mai, Thailand), ADI, World Bank and FA etc.)

The knowledge learned included IP Rights in Land Law, Forest Law, Concession Law, International Instruments, Complaint Procedures, Gender Equality, Sub-Decree on Community Forestry, Community Land Registration, Climate Change, Mining, De-centralization and De-concentration and a Study Tour to the Philippines to learn about mining and the extraction industries.

The skills which NTFP staff received from training included GPS navigation, Proposal Writing, Teaching methodology, Bilingual Education and Women's Math ToT, library management, PRA, Market Access and Value Chain Analysis, research etc.

2.6 *Networking and Collaboration*

NTFP is networking and collaborating with NGOs and government agencies at provincial level and NGOs at national and regional level to support and facilitate the communities on land/forest issues and IP Rights through joint implementing activities. Examples include: workshops, meetings and event etc, joint communication forum, and coordination planning.

At the Provincial Level

- NTFP always has good collaboration and cooperation with ICC, PoE, ICSO, DPA, LAC, CANDO, VNP, PLAU, Dept of Vocational Training, 3SPN, HA, Vor Ort and CEDAC etc
- NTFP always joins NGO coordination meeting on a monthly basis and has organized the NRM sector meeting once in a month. More urgent meetings, especially related to advocacy issues were organized as required

At the National Level

- NTFP is a member of the NGO Forum and works closely with CLEC to support land cases and violation of IP Rights and NRM. One of NTFP's staff has always joined their meetings to exchange experiences and present issues for consultation and discussion

- NTFP is a partner of CORD
- NTFP always joins with other NGOs with similar vision and mission, through workshops, forum and or other events, eg CORD, DPA, ILO, CCC, UNHOCHR and VFI.

At the Regional Level

- NTFP is a member of the International Alliance for Tribal People based in Chiang Mai province, Thailand working on CBD and joined 3 workshops or meetings during the year to share and exchange experiences and issue with indigenous people in Thailand, Burma, Vietnam, Lao, Philippines, Malaysia, Indonesia, Nepal and India

3. Project Activity

This section provides an overview of the activities, successes and lessons learned in each of the projects undertaken. Of necessity, details are brief but further information (including full project reports) can be provided if requested.

3.1 *Indigenous Rights to Land Management Project*



Land issues in Ratanakiri province are now a serious concern, and have been since the year 2000. The government's development plan is the main factor behind land speculation and land infringement. The government's development plans include airport renovation, land concessions, hydro-electric dams, tourism etc. The effect of such plans has been to increase the flow of outsiders, well-off and powerful people, with support from local authorities who are known as brokers, to

conduct land deals and land grabbing within indigenous communities (IC). These are illegal activities according to the Cambodian land law of 2001. At the same time, the rights of indigenous people (IP) which are guaranteed by the law and a number of International Instruments, such as ILO Convention 169 etc, have not been respected. To promote IP rights and to enforce the spirit of the Land Law of 2001 in terms of collective land use, in 2005 NTFP established Indigenous Rights to Land Management (IRLM) as a model project at Krala village. The aim being to link the PLUP activities, based on consultation with key community elders, PLG and with Mol regarding the legal entity. However, because NTFP encountered funding problems, the project was then suspended.

In 2007, with support from Oxfam Novib, NTFP continued the project in 2 other villages: Kancheung and Kameng, both in Ratanakiri Province. In May 2007, ILO-ITP visited Ratanakiri to observe the land situation. NTFP and ILO-ITP discussed possible cooperation. After detailed discussions and work on strategies and methodologies for right-based approaches for interventions to support communal indigenous people and build their capacity, NTFP and ILO-ITP agreed to implement the IRLM project in the 2 further villages of Khoun and Paknam in the Koh Peak commune of Veun Sai district.

On 19 June 2007, ILO-ITP and NTFP signed an agreement in which ILO would provide financial, technical and coordination support and NTFP would implement the process of communal land ownership. This would include awareness raising, capacity building and assisting indigenous communities to complete the process of communal land ownership, submitting applications to government for recognition and approval. In 2008, NTFP and ILO-ITP agreed to extend to 2 more villages, Kuy and Kreh.

The objectives of the project are to ensure that:

- Indigenous communities have the capacity to organize themselves as legal entities with rights to land and resources and a defined sustainable resource management plan

- Indigenous organizations have the capacity to represent and defend their concerns and right and conduct training to indigenous communities
- Government institutions have engaged in partnership with NTFP to adequately implement and administer the provision on land and resources for the benefit of indigenous communities

Participatory methodologies, based on initiatives from the indigenous people, were used for this project's implementation throughout the whole project cycle. These included:

- Consultation with stakeholders in terms of communal land use
- Awareness Rising on land and forest law related to IP and communal land ownership
- Facilitation and support to community to form legal entity
- Facilitating the process of communal land ownership registration
- Providing training to indigenous community committee members on legal and technical issue on by law development
- Developing community by-laws through participation from all stakeholders
 - The by law will be submitted in line to authority for approval and we expected to get approval from provincial level
- Drawing village sketch map
- Collaboration with the provincial land department (NTFP has one seconded from the land office at district level) and POLA (there are 2 government staff assigned by POLA office to work with NTFP)



Throughout the second year of the project's cycle, 50% of planned activities were conducted. Not a lot of progress and achievement were indicated against the outcome, caused by many factors including:

- In June 2008, the local authorities did not allow IRLM project to work in the target area due to the National Election while the political parties conducted the election campaign;
- At the end of June 08, there was a land issue which arose in their communities in which it is reported that the local authorities are behind the case. The local authorities did not participate with NTFP and always hindered NTFP's work by asking for a permission letter from the provincial governor. However, even when NTFP asked for the permission letter from the provincial governor, they still did not participate with the project activities. Because of this, the communities were afraid to participate in the project activities too.
- In Oct 2008, the local authorities lodged a complaint for communities and NTFP staff on a charge of defamation. The complaint was involved with the Peace Round Table Talk held in 19th Sept 08, organized by CLEC under funding support by UNDP, and presided over by H.E Governor. The talks resulted in the governor ordering local authorities to hand over land back to communities and that made them angry with NTFP. Until Dec 08, work at Khuon and Pak Nam villages has been suspended.
- Issue of collaboration between Mol, PLAU and NTFP are not clear which always get work stuck due unclear roles and responsibilities. There were a lot of plans changed from outside, for instance from ILO, and Mol;

To address this challenge, NTFP has discussed and communicated with ILO-ITP to revise the activity plan and budget to work at Krala village (it was not in the plan) so that this village could be registered as a legal entity in 2008. Also the project moved the work to Kuy and Kreh villages in lieu. Despite these hurdles, a number of achievement and outcome have been completed, including:

- Improved collaboration with Provincial Land Administrative Unit
- Legal Entity Process at Krala village is 98% finished
- Communities from Khuon and Pak Nam stood up and advocated with local authorities

3.2 *Cooperative Management Learning Network Project*

The goal of the CMLN Project has been to create win-win situations for conservation agencies and indigenous communities in protected areas to conserve Southeast Asia's rich biodiversity while safeguarding the rights and concerns of the indigenous peoples.

The reasons this project was considered important were:



- Indigenous communities in South East Asia are often more heavily and unfairly impacted due to many protected areas being declared over their traditional lands. Experience has shown that the economic and cultural benefits that protected areas can potentially provide to indigenous communities and other stakeholders are seldom realized. Even where some economic benefits are realised communities and parks often find themselves in direct competition over who should receive these benefits
- The important potential input of local indigenous communities, who possess management knowledge, skills and institutions that could contribute to conserving biodiversity and to the sustainable management of protected areas, has not been appreciated, encouraged or seriously addressed
- There is a major gap in political and economic power among local communities and conservation officials, and a basic lack of recognition, understanding, communication and trust between them, rooted in complex historical relationships, which needs intensive effort to redress
- It was felt that building cooperation and mutual respect will provide more effective and sustainable opportunities to conserve Southeast Asia's important biodiversity.

In Cambodia, Virachey National Park (VNP) is the country's largest national park and traditionally the home to the Brao/Kavet people. Co-management activities, begun in 2006, have been crucial in implementing an agreement reached with VNP to allow Kok Lak communities a 10,000ha community protected area (CPA) which covers some, though not all, of their traditional lands in the park.¹

CMLN activities within NTFP are part of a community governance project, aimed at strengthening community based organizations (CBOs), for community ownership and sustainability of development activities. It is vital to build the capacities of the Kavet IPs and improve their livelihoods, strengthen their culture, and deal with outside changes such as the establishment of VNP.

In CMLN Phase 1, community work has focused on awareness raising and information sharing. A communication network has been set up amongst the members of the Kok Lak indigenous community as community members live in separate groups. A recent survey carried out by NTFP showed that the majority of community members now understand their role in protecting the resources of their community protected area and understand and support the CM approaches being developed with Virachey National Park. The community however still lacks capacity to be a strong CM partner. Agreements made still have to be finalized and several staff changes, including a period when there was no local coordinator, have impacted on the continuity of the work. The key focus of a Phase 2 will be in capacity building, working toward a management plan of the O Tung CPA, and expanding co-management activities within VNP and beyond.

¹ This is known as the O (river) Tung CPA. Access to this CPA is vital to Kok Lak communities to ensure livelihood security in times of food shortage.

As a result of the CMLN project, partners report that conflicts between the park and communities are reduced and cooperation, understanding and support from the national park partners for CM activities has increased. The national park staff have recently proposed extension of their activities into another Community Protected Areas. Despite a shaky start collaboration is now stronger between the project partners with reporting mechanisms, joint work planning and regular progress meetings.



3.3 *Indigenous Community Governance Project*



The target population for this project live in 31 villages, making up six communes in three different districts- O'Chum, and Vernsai. These are the areas that have the main natural resources; forested land/ mountains, gem stones and wildlife, yet people's living standards are among the very lowest in the province. The people in these districts have natural resources but have been enormously exploited by outsiders.

The project targets these poor indigenous groups, who depend for their survival on collecting non-timber forest products, traditional upper land rice and cash crop farming, animal rearing, small trade business, seeking day to day farming labours and sometimes gemstone excavation. Among these target groups, women are specifically targeted and encouraged to take part in all stages of project implementation and leadership in these target communes.

The objectives of the project were to:

- Increase the capacity of indigenous communities at the grassroots level to take up and engage with external governance and management systems. Community-based groups were supported in natural resource related activities, including securing rights and access to land and forest products in a sustainable way, and to participate in PLUP and community development planning.
- Develop mechanisms/network for communities, Community Support Organisations and Commune Councils to participate in decision-making in NRM and livelihood improvement and in commune development planning. It facilitated forums/ workshops and interaction between local government authorities, CSOs, and vulnerable indigenous communities related to the support the planning of NRM investments.
- Empower Commune Councils to address issues of natural resource governance and management on behalf of communities and individuals and to be

accountable to those communities and citizens for their actions. The Commune Councils are the recipients of the NRM investment funds, which were used at the village and community levels by communities, CSOs and contracted companies to develop natural resource management, and agricultural related businesses, which will provide opportunities for livelihood diversification and reduce vulnerability.

Particular activities in 2008:

- Established 6 CBOs in 2 villages in La Ork commune, 1 village at Kachon commune, 1 village at Koh Peak commune, 1 village at Poy commune, 1 village at Samaki commune and officially recognized by the commune councils.
- The 6 CBOs developed capacity to prepare activity and budget plans and project proposals to look for development funding
- Promoted the voice of indigenous communities
 - Members of CBOs met with the commune and raised issue of land, natural resource management and various illegal activities.
 - CBOs drafted strategic plans and submitted these to the commune
 - Discussed budget requirements with the commune
 - Recommended actions to commune
- CBOs produced activities to manage natural resources so that each villages has:
 - Internal regulation to manage the natural resources
 - Demarcation
 - Best practice in management of natural resources
 - Established effective Monitoring and Evaluation
 - Communities would be able to record information
- Some CBO would be able to pilot a small business scheme
 - CBOs received small grant scheme to undertake small business activities on natural resource management

The project has reduced the vulnerability of poor families whose lives entirely depend on natural resources, by promoting sustainable natural resource management and to generate income from it. The project has also allowed all community members to implement good forest management, joining together to solve various issues. They have established a good relationship with commune councils, and forest administration. Each CBO has CF plan which is their resource for their family's income, (for example one CBO developed products from bamboo and sold them). The leaders of CBOs increased their skill and knowledge to mobilize their members to implement activities and to manage the community forest, participated to solve any problems, developed good communication with commune council and forest administration.



The capacity of indigenous communities to confront the negative impacts of market economy is getting better by means of exchanging information with each others. Each CBO has a structure, clear role, goal, objectives and activity plan and thereby has strengthened their members. Every CBO now looks to build up their knowledge in terms

of market economy and regularly discuss market information and identify appropriate solutions.

3.4 *Indigenous People Well Being Project*



This project addressed the following issues:

- *Loss of land title and forest access*

The Province of Ratanakiri has encountered aggressive land grabbing and the issuing of economic land and forest concessions. As a result, the marginal landholding families have been increasingly losing control over their land and access to forest resources. On one hand the poor communities are divided and thus are powerless and frightened to confront the concessions and resource grabbing process, and on the other hand the seeming impunity of the corrupt land grabbers and people who control economic concession paint a very unbalanced picture. Lack of information and education on land and forest law has created further despair among the marginalized victims. As a result of this process the small landholding families and forest dwellers have experienced food shortage and a high drop out rate of children from school. This has accelerated the impoverishment process further.

- *Domestic violence against women*

Patriarchal concepts and ideology have been practiced for such long time it has caused a considerable imbalance between men and women. Because of the lack of information and education on domestic violence law, lack of law enforcement among relevant local authorities and the general lack of gender concepts, women have been experiencing domestic violence including physical, sexual and mental abuse. Domestic violence, especially sexual and psychological abuse, has given rise to women's health problems; however, they don't realize that it has resulted from the violence. Due to gender discrimination, women don't have any decision making in birth spacing, social involvement and education. Young girls are having babies at the age of 11-12 years and have been facing a mortality problem during delivery because health care services are 11-15 km from villages.

- *Poor quality of education*

The government have not provided a viable education system with not enough school with full accessories, not enough qualified teacher with good morals and capable of holding responsibility. As a result, indigenous youths in Ratanakiri have been influencing the sale of land by individual families. A few cases have showed that the uneducated youths have been involved in forcing their parents to sell their land in exchange for luxurious materials like motorbikes and electronic appliances. Some youths were also involved in the use of drugs and in gambling. They urgently needed to be educated and informed about the importance of land in sustaining their livelihood.

Through IPWP, community people have been provided with the knowledge and understanding about different type of violence, the negative impact of domestic violence

and about domestic violence law. Women were also educated about the history of women's struggle to demand their right from government, to take a leadership role, have proper working hours and get the same pay as men. The indigenous culture has been strengthened in the youth group, with encouragement for them to keep their culture alive by

- Establishing clear principle for each culture group in order to get sustainable in playing key role to extent all subjects focused on traditional and culture preservation to villagers
- Forming handcraft of group of 26 youth with 20 are girls one village were formed to get skills from elderly trainers.
- Strengthening artistic groups to perform as needed.
- Strengthening the Krueng indigenous language by using the Khmer alphabet. Notably in the Kalay commune with participation from 30 persons (14 girls).
- 25 students (13 women) in Khoun have been educated for Khmer language by two local volunteer teachers
- Children have been educated in hygiene, sanitation, and about the importance of environment and natural resources.

In addition, the project. selected the poorest farmers for chicken raising and crop cultivation activity through which technical training was provided, supported by some breeds/seeds.

In 2008, the specific objectives of the project were:

- To mobilize and build the capacity of the poor, excluded, indigenous minorities and communities to understand their rights and participate in the process of Land and Natural Resource Management.
- To build a strong community to be self-reliant and so improve the quality of work of local authorities (CC).
- To increase the capacity of target communities, and women in particular, in education and facilitation skills.
- To increase agricultural production and improve the quality of life of the poorest indigenous families

Overall, despite some difficulty with inflation and other barriers arising during the project implementation, IPWP project activities were able to run smoothly. The outputs and outcomes of the projects were accomplished, estimated at 95% versus the year's planned activities.

Communities, including women, youth, elders, villagers, committee members, and local authorities, showed high commitment to actively participate in project activities and their capacity increased from month to month. However, the issue of low general knowledge of indigenous communities and the drastic land infringement and land speculation incidents are major concerns which could fragment IP community culture, solidarity and lead to the loss of natural resource which will seriously affect the standard of living of communities. NTFP's work to counter these problems will continue.

3.5 Non-Formal Education Programme

The results for 2008 were truly outstanding, and are largely the result of the strong community ownership, willingness to volunteer of community members and IYDP students, and strong efforts on the part of NTFP's NFE team. The results of 2008 are evidence of a strong desire from all sectors of the local communities to educate their children, youth, and community members. There has been increasing knowledge in reading and writing the Kavet language (about 60-70%) and Khmer Language (30-40%) through bridging programmes, evidenced by 5 examination sessions held, using observation and testing during teaching time.



A lot of effort was invested in 2008 in organizing and training local volunteer monitors as well as local community education committees who oversee the smooth running of classes. The NFE classes were widely scattered and accessible by forest trails during about 10 months of the year, for a total of 18 teaching sites for 5 villages. This was followed by consolidation into larger classes when the population relocated to the main village for approximately 2 months. The local communities were responsible for the logistics of relocating classes between the village and the field sites, as well as scheduling classes as appropriate according to the agricultural season.

In addition, the monitors and education committee members provided local technical guidance to the volunteer teachers as much as they were able. For this reason the monitors were selected from among the most experienced volunteer teachers, some of whom had over 5 years experience previously with the Khmer NFE programme. However the Kavet programme was quite new to all involved, as the communities had never had a full-scale bilingual programme before. The system of writing, and the materials used are all quite new to them, teachers and monitors alike. Thus the programme has held frequent training sessions in order to keep the teachers and monitors a step ahead of the students, and instituted monthly feedback and problem-solving meetings held in the community for teachers and education committee members.

In summary:

- 26 classes re-organized, 18 Kavet and 8 Khmer classes (total 650/280 females), enough teaching/learning supplies distributed to all locations
- Established 3 library sites with average 20 readers each site, and 5 women's basic math classes with total 150 women
- The volunteer teachers, committee members, local monitors, women, and villager leaders were trained on different skill relevant to their roles, ie monitoring,

bilingual curriculum, teaching methodology, community library skill, basic math, and on job-training etc.

- Conducted monitoring to outreach hamlets, where night classes held, by Indigenous Youth, and NTFP staff.

The year 2008 laid the ground work for the NFE classes, all of which have progressed part way through the curriculum.

The year 2009 will be the first year for the following:

- The volunteer teachers for each component will be able to teach the higher level primers (Kavet/Khmer NFE, Khmer NFE, Math)
- The volunteer monitors will be skilled at providing technical assistance to the teachers through regular monitoring
- The bilingual NFE classes to go through the Kavet-Khmer curriculum (books 4,5,6).
- The women's math class to be fully launched
- The village libraries to be fully launched, and stocked with local language materials.

If possible, it will also be a year in which the Kok Lak community members begin to write down more of their own heritage: documentation of indigenous song, history, and legends.

3.6 *Indigenous Youth Development Project*

The indigenous youths are a vital part of society in Ratanakiri but have been isolated from formal education services, information etc. Moreover, they do not have the opportunity to be involved in decision making or in leading the development of their society, including their community's economic development. In response, NTFP initiated the IYDP project.



The IYDP project was established in the middle of 2000, initially implemented as a pilot project. The project focuses on increasing youth capacity for those who are learning at high school and for those who have dropped out of school early. Initially, NTFP and other generous people, both inside and outside the country, supported the project through donations. Since 2004 IYDP has been undertaking activities in Ratanakiri province using fund committed by Action Aid Cambodia (AAC).

Current IYDP beneficiaries:

- 50 (24 f) at high school (Additional selection in case of most students have works and or not participate in the group)
- 415 youth at village level

It is difficult to estimate the impact of the project during the period of reporting, however the narrative below is an indication of the Knowledge, Skills and Attitude developed in those taking part. All these outcomes were recorded through actual practice, observation, interaction, and interview etc.

- Youth are able to analyse changes and decreases of natural resources within their communities included forest, and understand the likely effects of climate changes
- Increased participation by indigenous women in meetings, workshops etc where they now actively express their ideas
- Youth have the courage to speak out and are increasingly aware of social issues, development work, land issues, forest issues. Furthermore, youth are better able to participate with elders than was previously the case, especially regarding their cultural knowledge. They can now facilitate the meetings at communities. They are able to educate their youth peers whose did not participate in the project activities
- Youth in Ban Lung town have better knowledge about HIV/Aids and Drug issues, compared to the last few years

4. Target Populations

The following table shows the target populations for each of the projects summarised above.

<i>District</i>	<i>Commune</i>	<i>Village</i>	<i>Project Activity</i>
Veun Sai	Kok Lak	Rork; Lalay; Trak; Lameuy	IYDP, NFE, CBET, CMLN IYDP, NFE, CBET, CMLN IYDP, NFE, CBET, CMLN IYDP, NFE, CBET, CMLN, CG
	Vernsai	Kong Nork Team Leu Kajourn Krom Vang-Vay Kachon Kroum Koh Peak Khuon Paknam*	IYDP, NFE NFE, IPWP, CG NFE, IPWP IPWP IPWP IPWP IPWP NFE, CG, IPWP IRLM, IYDP, IPWP
O Choom	Pouy	Krola;	IYDP, IRLM
		Svay;	IYDP
		Kan Chheung;	IYDP, IRLM
		Kreh;	IYDP
		Kuy;	IYDP
	Kamaeng;	IYDP, CG	
Tangach	IYDP		
Kresh	IRLM		
La Ork	La Ork;	Kouk Ampil	IYDP, CG
		Krolong	IYDP, CG
Samakir	Kam	Pie	CG
		Ping	IPWP, CG
Kalai	Kalai I;	Kalai II;	IYDP, NFE, CG
		Kalai III	IYDP, NFE, CG
O Choom	O Choom	Tong Norngli	NFE
		Tong Krapo;	NFE
		Tang Bleng	IPWP
		Trong Churng	IPWP
		Trang Svay	IPWP
		La Oeun Kren	IPWP
		La Oeun	IPWP
		Churng	IPWP
		Tong Kamal	IPWP
		La Oeun	IPWP
		Kam Mis	IPWP

* Projects currently suspended

5. Looking Ahead

Overall, 2008 has seen NTFP regain its strong position as an effective NGO. The coming year will no doubt bring its own challenges, some of which are already becoming apparent as the world as a whole suffers a recession. Exactly what effect this will have on NTFP is hard to predict, but it is a certainty that funds will be harder to secure. Nevertheless, NTFP is well placed to meet these challenges.

Looking ahead in terms of project activity, NTFP is set to extend the scope of its operations. This will be done both by extending the scope of current projects and by initiating new projects.

5.1 *Extended Existing Projects*

The following projects will all extend their scope to include new targets:

- NTFP is expanding the Co-Management Learning Network to Taveng district.
- NTFP is extending to 5-7 adjacent villages in Poy commune in Ochum district and in Vernsai district so that to accelerate the process of community registration for them to have land ownership;

5.2 *New Projects for 2009*

- Community Based Eco-Tourism, (CBET)

NTFP will start a new project sponsored by the Spanish Agency for International Cooperation and Development (AECID). In partnership with CCBEN and FPSC, NTFP will start working on CBET activities in a target area in Kok Lak commune, Vernsai district (Ratanakiri province). This is a remote area located in the buffer zone of the Virachey National Park, and the CBET activities should contribute to improve of the livelihood of the local people in the villages of this commune. The project's initial activities will be to set up a CBET pilot experience, including establishing facilities for homestays in a guesthouse in the commune, trekking and guiding activities, organizing a traditional performance group and organizing the sale of traditional souvenir crafts among, others. We will be working closely with the staff of Virachey National Park to ensure our work complements the existing work to promote responsible eco-tourism.

- Community Forestry (CF)

NTFP will start a new project sponsored by the Spanish Agency for International Cooperation and Development (AECID) through a Spanish NGO called Cives Mundi. The project will be a collaborative effort with the Regional Community Forestry Training Center for Asia and the Pacific (RECOFTC) and the Forest Administration (FA) of the Ministry of Agriculture. The objective of the project is to adjust and legalize the existing CF sites which NTFP used to facilitate and support in 1997-2005 but was suspended because of lack of funding and legal issues. The project has an 18 months timeframe; the project will be focused at 4 sites in Ochum and Vernsai districts in Ratanakiri province.

5.3 *Organisational Development*

NTFP is nearing the end of a 3-year Strategic Plan. Planning has already begun to produce a new Strategic Plan which will take NTFP forward from 2010-1013. Various elements of planning have already taken place or are in the process of completion. One example is the comprehensive Programme Evaluation, which has provided valuable feedback from the indigenous communities, a key stakeholder group. Work to secure a strategic partnership with CORD has also involved a comprehensive analysis of staff opinions and visions for the future, as well as the opinions of donors and the NTFP Board. These elements will be supplemented with further Organisational Development work, including a stakeholder planning workshop to be held in May. The result will be a thoroughly researched, clearly articulated, challenging Strategic Plan to take NTFP forward.

6. Conclusion

In 2008, NTFP had a particularly busy year, marked with notable successes despite considerable challenges. This is commendable, given the recent uncertainty which surrounded the organisation. The success is demonstrable evidence of the effectiveness of the restructured management committee and the leadership provided by the new Executive Director.

Not only is the management team operating effectively, but the staff are responding well to their leadership. Projects are going ahead through well planned, well managed activities. Morale is high, evidenced by the wholehearted involvement of staff in training and development activities, the low turnover rate and the instances of staff returning to NTFP after spells elsewhere.

NTFP is currently setting ambitious targets for the organisation to meet in the next three-year planning cycle. It is well placed to meet them.

7. Abbreviations and Acronyms

AAC	Action Aid Cambodia
ADI	Asian Development Institute
AECID	Agency for International Cooperation and Development (Spain)
CANDO	Cambodian NTFP Development Organization
CBD	Convention Biodiversity
CBET	Community-Based Eco-Tourism
CBO	Community-Based Organisation
CC	Commune Council
CCBEN	Cambodian Community-Based Eco-Tourism Network
CCC	Cooperative Committee for Cambodia
CEDAC	Community Economic Development Assistance Corporation
CF	Community Facilitator / Community Forestry
CLEC	Community Legal Education Centre
CMLN	Cooperative Management Learning Network
CPA	Community Protected Area
DPA	Development In Partnership
FA	Forestry Association
FPSC	Fundacion Promocion Social de la Cultura (Spain)
HA	Highlander Association
HU	Health Unlimited
IC	Indigenous Community
ICC	International Cooperation for Cambodia Organization
ICSO	Indigenous Community Support Organization
ILO	International Labour Organisation
IP	Indigenous People
IPWP	Indigenous People Wellbeing Project
IRLM	Indigenous Rights to Land Management
IPWP	Indigenous Well Being Project
ITP	Indigenous Tribal People
IYDP	Indigenous Youth Development Project
LAC	Legal Aid Cambodia
MaCom	Management Committe
MoI	Ministry of Interior
MoJ	Ministry of Justice
MoU	Memorandum Of Understanding
NFE	Non-Formal Education
NGO	Non-Governmental Organization
NRM	Natural Resource Management
PLAU	Provincial Land Administration Unit
PLG	Partnership Local Governance
PLUP	Participatory Land Use Plan
PRA	Participatory Rapid Approach
PSF	Psicologos Sin Fronteras Org
3SPN	Organization working on river
UNOHCHR	United Nations Office of the High Commissioner for Human Rights
VFC	Village Focus Cambodia
VFI	Village Focus International
VNP	Virachay National Park

VTC
WAC

Vocational Training Centre
Women Agenda for Change