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# Abbreviations

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>CBET</td>
<td>Community Based Eco-Tourism</td>
</tr>
<tr>
<td>CBETMC</td>
<td>Community Based Eco-Tourism Management Committee</td>
</tr>
<tr>
<td>CC</td>
<td>Climate Change</td>
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<tr>
<td>CDP</td>
<td>Community Development Plan</td>
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<tr>
<td>CEAT</td>
<td>Community Environment Action Team</td>
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<tr>
<td>CEPF</td>
<td>Critical Ecosystem Partnership Fund</td>
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<tr>
<td>CF</td>
<td>Community Forestry</td>
</tr>
<tr>
<td>CFMC</td>
<td>Community Forestry Management Committee</td>
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<tr>
<td>CFMLI</td>
<td>Community Forestry Management and Livelihood Improvement</td>
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<tr>
<td>CFMP</td>
<td>Community Forestry Management Plan</td>
</tr>
<tr>
<td>CIP</td>
<td>Community Investment Plan</td>
</tr>
<tr>
<td>CPA</td>
<td>Community Protected Area</td>
</tr>
<tr>
<td>CPAMC</td>
<td>Community Protected Area Management Committee</td>
</tr>
<tr>
<td>CPAMP</td>
<td>Community Protected Area Management Plan</td>
</tr>
<tr>
<td>DCD-MoEYS</td>
<td>Department of Curriculum Development, Ministry of Education, Youth and Sport</td>
</tr>
<tr>
<td>DHL</td>
<td>Dalsey, Hillblom and Lynn (providing international express mail services)</td>
</tr>
<tr>
<td>EEC-SCC</td>
<td>Environmental Education for Conservation of Sarus Crane in Cambodia</td>
</tr>
<tr>
<td>ELISCR</td>
<td>Environment and Livelihood Improvements at Sarus Crane Reserve</td>
</tr>
<tr>
<td>ERC, M &amp; C</td>
<td>Environmental Resource Center, Media &amp; Consultancy</td>
</tr>
<tr>
<td>ESSF</td>
<td>Empowerment of Small Scale Farmers</td>
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<td>EU</td>
<td>European Union</td>
</tr>
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<td>FA</td>
<td>Forest Administration</td>
</tr>
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<td>JEEF</td>
<td>Japan Environmental Education Forum</td>
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<td>MB</td>
<td>Mlup Baitong</td>
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<tr>
<td>NRM</td>
<td>Natural Resource Management</td>
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<tr>
<td>OPP</td>
<td>Operational Program Plan</td>
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<tr>
<td>SFM</td>
<td>Sustainable Forest Management</td>
</tr>
<tr>
<td>SHG</td>
<td>Self Help Group</td>
</tr>
<tr>
<td>SP</td>
<td>Strategic Plan</td>
</tr>
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<td>WE</td>
<td>We Effect</td>
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Word from the Executive Director

2015 was the last year of our Six-year Strategic Plan 2013-2015. Therefore, an internal evaluation was carefully conducted to detect the weak and strong points of the organization and the program implementation. In addition, an external evaluation was conducted to assess the effectiveness and efficiency of our biggest project Community Forestry Management and Livelihood Improvement (CFMLI). The results of the assessment were used as main inputs for the formulation of the next Six-year Strategic Plan 2016-2021. During this exercise Mlup Baitong reviewed its vision, mission, goal, and philosophy and defined its new framework and direction for the next phase. Past and current political, social, economic and environmental contexts and their future trends at both national and international levels have been carefully analyzed to identify the most realistic strategies for achieving Mlup Baitong’s vision, mission, and goal and responding to the needs of our target beneficiaries without sacrificing our core values. Mlup Baitong also updated all its organizational policies to be in line with the current situation. The organizational structure was modified to improve the effectiveness and efficiency of our work and to respond to the organizational work scope which was remarkably expanded.

The success of our work in 2015 is a result of us working in the right ways, with clear and realistic work plans, and appropriate strategies. Support and advise from our generous Board of Directors significantly contributed to this success. Close cooperation with all stakeholders including community members, local authorities, NGO partners, and relevant government institutions, as well as the support from our donors were determining factor for this success. We are proud of having our highly committed staff. We all continue working together to protect our environment and to alleviate poverty.
Mlup Baitong's Profile

Mlup Baitong, literally translated as "Green Shade", is a dynamic and respected Cambodian NGO. It was first established in 1998 to address the problem of deforestation in Cambodia with a focus on educating the general public on the conservation of natural resources. Mlup Baitong has grown mature over the years in terms of project development and implementation, staff capacity-building, and organizational development. The success of a committed team that works together closely with community groups and authorities is acknowledged both within Cambodia and abroad.

Mlup Baitong’s current vision, mission, goal, and philosophy:

Vision  Cambodians will manage and use natural resources in a sustainable & equitable manner for a healthy environment.

Mission  To support the protection of the environment in Cambodia by increasing awareness and promoting sustainable use of natural resources while improving people’s livelihood.

Overall Goal  To contribute to poverty alleviation of Cambodia through rights based empowerment of rural communities to manage their natural resources sustainably while obtaining improved livelihoods.

Philosophy  A good environment starts from the individual and can only be achieved with participation of all.

During the year 2015 Mlup Baitong employed approximately 57 Khmer staff at its main office in Phnom Penh and its field offices in Kampot, Kampong Speu, Kampong Chhnang, Pursat, Battambang, Siem Reap, Kampong Thom, Stung Treng, and Svay Rieng provinces. Additionally, MB was supported by an expatriate advisor for capacity building and by several Cambodian and international volunteers and interns.

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management staff</td>
<td>12</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>Project staff</td>
<td>34</td>
<td>7</td>
<td>27</td>
</tr>
<tr>
<td>Administration &amp; Support staff</td>
<td>11</td>
<td>5</td>
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<tr>
<td>Total</td>
<td>57</td>
<td>16</td>
<td>41</td>
</tr>
<tr>
<td>Percentage</td>
<td>100%</td>
<td>28%</td>
<td>72%</td>
</tr>
</tbody>
</table>

Mlup Baitong staff attending Annual Planning Workshop 2015
The Way Mlup Baitong Works

In Cambodia, there is still limited awareness about the environment among its people. The country’s natural resources continue to be threatened by large commercial enterprises, forest land encroachment committed by powerful or rich people, and unsustainable exploitation committed by local community members. With the continuing growth of the population and the expansion of economic land concession operation, the pressure on land and forestland is increasing further. Poor households do not have enough investment capital for micro-business development and community members do not possess appropriate knowledge and skills on farming businesses, especially on new climate resilient agricultural techniques, or off-farming businesses for livelihood improvement. Access to public information and services are still limited. These problems have consolidated into a poverty cycle. The local governments are still weak in addressing the problems and need support from experienced NGOs like Mlup Baitong.

Target groups

A major part of Mlup Baitong’s work is therefore aimed at poor villagers in rural communities, particularly women and youth. In their operation at community level, Mlup Baitong’s staff always work in close cooperation with local authorities including Village Chiefs and Commune Council members and relevant technical institutions such as Forest Administration, Department of Environment, and schools. Mlup Baitong has facilitated key actors such as school teachers and students, CBOs, and villagers in getting actively involved in the implementation of its various projects.

Approaches

To carry out its mission, Mlup Baitong applies a number of complementary strategies in its projects. The rights-based approach is used to build up human rights awareness among the people and enable them to advocate for their rights. The empowerment approach builds people’s capacity and competence, both as individuals and as a group member, to manage their development, including assessing their needs and rights, developing a vision for change, and planning, implementing, monitoring and evaluating their projects. The gender-based approach ensures that women participate in and benefit equally from all development activities. The integrated approach interlinks all development components such as livelihood improvement, community-based forestry management, community-based eco-tourism and community environment improvement, climate change adaptation and mitigation, and good governance around the needs and rights of the people. The micro-project approach is applied to build people’s capacities to develop income generating and environment protection projects.

Decision making

Mlup Baitong manages its work using highly participatory approaches through staff meetings, Management Team meetings, Executive Committee meetings, and Board of Directors meetings. Mlup Baitong conducts staff meetings every two months, monthly management team meetings and biannual Board of Directors meetings. All staff-related issues such as policy changes/improvements are proposed by the staff or the Management Team and are decided by the Board of Directors. Mlup Baitong regularly reports the progress of its project implementation and organizational development to the members of the Board.
Mlup Baitong’s Programs

The overall goal of Mlup Baitong is "To contribute to the poverty alleviation of Cambodia through rights based empowerment of rural communities to manage their natural resources sustainably while obtaining improved livelihoods". In 2015, to contribute to achieving this goal, six program objectives were set up and ten projects and one unit have been implemented in nine provinces focusing on seven thematic areas. An organizational objective was also defined to strengthen institutional development.

Program Objectives
1. Improved livelihoods of disadvantaged forest-dependent communities, especially women, through Self-Help Groups (SHGs)
2. Empowered rural communities understand and exert their land rights and actively participate in planning and implementation of Community Forestry (CF)
3. Improved community environment and sustainable management of natural resources by rural communities
4. Empowered rural communities understand and exert their land rights and actively participate in planning and implementation of Community Based Eco-Tourism (CBET)
5. Empowered rural communities understand threats of climate change and actively contribute to mitigation of and adaptation to climate change (CC)
6. Increased environmental awareness and access to related information on natural resource management to the public through Environmental Resource Center, Media and Consultancy (ERC, M&C) program

Organizational Objective
Strengthened organization is capable of implementing the program effectively and efficiently

Project/Unit
1. Community Forestry Management and Livelihood Improvement (CFMLI) Project
2. Sustainable Forest Management (SFM) Project
3. Empowerment of Small Scale Farmer (ESSF) Project
4. Increasing Access to Public Information (IAPI) Project
5. Environment and Livelihood Improvements at Sarus Crane Reserve (ELISCR) Project
7. Sustaining Community Environment and Livelihood Improvement (SCELI) Project
8. Sustaining Community Forest Management (SCFM) Project
9. Enhancing Livelihood Resilience to Climate Change (ELRCC) Project
10. Mainstreaming Climate Change into Education (MCCE) Project
11. Environmental Resource Center, Media, and Consultancy (ERC-M&C) Unit

Thematic Areas
1. Community livelihood improvement
2. Community forestry management
3. Community environmental improvement
4. Community based ecotourism development
5. Resilience farming to climate change
6. Environmental awareness and consultancy
7. Increasing access to public information
Target Provinces
1. Kampong Speu
2. Kampong Chhnang
3. Pursat
4. Battambang
5. Siem Reap
6. Kampong Thom
7. Stung Treng
8. Kampot
9. Svay Rieng

Project Locations

Kampong Thom
- Community Forestry Management and Livelihood Improvement (CFMLI-KT) project
- Sustaining Community Environment and Livelihood Improvement (SCELI) project
- Enhancing Livelihood Resilience to Climate Change (ELRCC) project

Stung Treng
- Community Forestry Management and Livelihood Improvement (CFMLI-ST) project
- Empowerment of Small Scale Farmers (ESSF) project
- Mainstreaming Climate Change into Education (MCCE) project

Siem Reap
- Community Forestry Management and Livelihood Improvement (CFMLI) project

Battambang
- Sustainable Forest Management (SFM) project
- Sustaining Community Forest Management (SCFM) project

Pursat
- Sustainable Forest Management (SFM) project
- Sustaining Community Forest Management (SCFM) project

Kampong Chhnang
- Sustainable Forest Management (SFM) project
- Sustaining Community Forest Management (SCFM) project
- Mainstreaming Climate Change into Education (MCCE) project

Kampot
- Environment and Livelihood Improvements at Serus Crane Reserve (ELISCR) project
- Environmental Education for Conservation of Serus Crane and its habitats in Cambodia (EEC-SCC) project
- Mainstreaming Climate Change into Education (MCCE) project

Phnom Penh (nationwide)
- Environmental Resource Center, Media & Consultancy (ERC, M & C) unit

Svay Rieng
- Mainstreaming Climate Change into Education (MCCE) project

Kampong Speu
- Community Forest Management and Livelihood Improvement (CFMLI-KS) project which includes Chambok Community Based Eco-Tourism (Chambok CBET)
- Sustainable Forest Management (SFM) project
- Increasing Access to Public Information (IAP) project
Mlup Baitong's Staff

Executive Committee
- Va Moeurn
  Executive Director
- Om Sophana
  Deputy Executive Director
- Tan Sokhong
  Organization Manager

Monitoring Section
- Saphon Molida
  Secretary of ED
- Huot Sylvie
  Resource Center Coordinator
- An Dary
  Program Monitoring Officer
- Duong Sitha
  Senior Finance Officer

Finance and Accounting Section
- Pha Linh
  Finance Officer
- Seang Thida
  Finance Officer
- Ken Soek Oeurn
  Finance Assistant

Admin Section
- Srey Samnang
  Admin Officer
- Nou Samn
  Admin Assistant
- Yom Ra
  Driver
- Nom Sokoune
  Driver
- Mey Sam Oeun
  Cleaner
- Phon Thorn
  Guard
- Pum Vuthrea
  Guard

Program Coordinators
- Oeung Soratha
  Kampong Speu
- Chhun Ventheavern
  Kg. Thom & Siem Reap
- Pich Dara
  Kg. Chhnang, Pur & Bat
- Long Dim
  Stung Trong

Project Officers
- Mom Chantho
  CFMLI-KT 2
- Oeurm Phoan
  CFMLI-KS
- Chhon Bunthan
  SFM-KS
- Sin Dara
  IAPI-KS
- Chhal Phearin
  IAPI-KS
- Kun Reththy
  SCFM-BAT
- Samnith March
  SCFM-KCH
- Bou Chanthorn
  SCDA-KT
- Tep Chansophat
  CFMLI-KT 1
- Kong Phearin
  CFMLI-SR
- Koy Sophatra
  ESSF-ST
- Chhorn Pich
  ELISCR-KP
- Sith Khemra
  ELRC-KT
Mlup Baitong's Staff

Project Assistants

Ly Rathe
CFMLI-KS

Rin Sopanha
CFMLI-KS

Phan Soklieng
CFMLI-KS

Sarah Meelea
CFMLI-KS

Hei Yunthy
CFMLI-KT2

Teng Channak
CFMLI-KT2

Chao Veesna
CFMLI-KT2

Faml Sone
CFMLI-KT1

Nopson Som Oun
CFMLI-KT 1

Long Sovannrathana
CFMLI-SR

Ith Sokhann
SCELI-KT

Kong Sopheapnum
ELRCC-KT

Kheng Veesna
SCFM-Pur

Oem Seyneang
SCFM-BAT

Sorn Niam
SCFM-KCH

Kuy Sokun
IAPI-KS

Vorn Serey Vuthi
IAPI-KS

Phat Panhavuth
IAPI-KS

Lay Kimlak
ESSF-ST

Saiya Bunsong
ESSF-ST

Sei Paseh
ELISCR-KP

Heng Hoek
ERC-SCC_KP

Annual Report 2015
1. Community Livelihood Improvement

In 2015, MB has assisted its poor target communities to improve their livelihoods through the SHG approach including the establishment of saving and revolving funds, Farmer Producer Groups (FPGs) and Farmer Cooperatives (FCs), and the development of micro-businesses. The SHG approach is an effective mechanism for enabling community livelihood improvements, especially for the poor and women in MB’s target areas. The SHG revolving funds have significantly improved opportunities for poor community members to access small loans for their urgent needs and micro-enterprise development with low interest rates. As a result, SHG revolving funds have significantly contributed to reducing debts from high interest loans of private financial institutions and to increasing household incomes of community members through the development of micro-enterprises. This has been done through the implementation of the CFMLI, ESSF, SCFI, SCF, and ELISCR projects which are located in the eight provinces K. Speu, K. Chhnang, Pursat, Battambang, K. Thom, Stung Treng, Kampot, and Siem Reap.

SHG Development

MB has facilitated the establishment and management of 211 SHGs consisting of 2,901 members, of whom 2,029 (69.94%) are women. The accumulated amount of revolving funds is USD 487,175, with an average of USD 2,308 per group, a minimum of USD 90, a maximum of USD 38,199, and mode from USD 500 to USD 1,500. In addition, MB has facilitated the establishment and management of two Farmer Cooperatives consisting of 208 members, of whom 145 (69.7%) are women.

Micro-Business Implementation

In 2015, 3,564 loans (worth USD 512,450) from SHG revolving funds have been provided to their members for establishing micro-businesses. A survey on yearly household incomes conducted in early 2016 in all of MB’s target areas, covering 701 households of SHG members, showed that on average 14.25% of their household incomes came from their micro-businesses funded by SHG revolving funds.

| SHGs and micro-businesses for income generation, 2015 |
|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 2015 | K. Speu | K. Thom | Stung Treng | Kampot | Siem Reap | K. Chhnang | Pursat | Battambang | Total |
| Number of SHGs | 97 | 54 | 27 | 9 | 4 | 6 | 9 | 5 | 211 |
| Number of SHG members | 1,163 | 763 | 557 | 90 | 25 | 77 | 158 | 68 | 2,901 |
| Amount of revolving funds (USD) | 221,384 | 68,151 | 161,320 | 21,505 | 5,656 | 4,298 | 3,336 | 1,525 | 487,175 |
| Number of micro-businesses | 1,378 | 346 | 758 | 90 | 48 | 26 | 35 | 18 | 2,699 |
2. Community Forestry Management

In 2015, MB supported 80 CF sites and 13 CPA sites with a total number of 24,139 household members and covering 65,932 hectares of forestland. This has been done through the implementation of the CFMLI, SFM, SCFLI, SCFM, and ESSF projects which are located in the seven provinces K. Speu, K. Chhong, Pursat, Battambang, Siem Reap, K. Thom, and Stung Treng. Most CFMC/CPAMC and CF/CPA members have strongly exerted their rights in forest management activities, such as patrolling CF/CPA sites, and advocating for the protection of their forests against illegal logging, forestland encroachment committed by community members or powerful people, and overlapping economic land concessions. Almost all CF/CPA management activities have been integrated into Commune Development Plans (CDP). However, some CF activities which require participation from FA officers or local authorities for implementation or approval were delayed. For instance, all singing ceremonies for CF agreements planned for 2015 between the cantonment of FA and CFMCs were delayed, especially in K. Speu province. Moreover, illegal activities related to forestland encroachment, logging and timber transportation were still happening in some large CF sites. The CFMCs/CPAMCs have tried their best to conduct CF/CPA patrols to protect their forests by close cooperation with relevant authorities and responsible institutions.

Regarding the process of CF establishment, in 2015 our projects concentrated on Step 7, which is the signing of agreements between the FA and the CFMCs, and Step 8, which is the development of CF/CPA Management plans (CFMPs/CPAMPs). The latter mainly focuses on conducting forest inventory and writing CFMP reports. This is the most complex, technical and time-consuming step. As a result of our efforts, all CFs/CPAs have completed at least the first six steps, and 49 CFs/CPAs were working on Step 8.8 in which 1,461 forest inventory plots have been set up. The table below shows the CF/CPA achievements.

<table>
<thead>
<tr>
<th>Step/Area</th>
<th># of CF/CPA</th>
<th>Kg. Speu</th>
<th>Kg. Chhong</th>
<th>Pursat</th>
<th>Battambang</th>
<th>Siem Reap</th>
<th>Kg. Thom</th>
<th>Stung Treng</th>
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<td>Step 7</td>
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<tr>
<td>Step 8.8</td>
<td>49</td>
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<td>5</td>
<td>2</td>
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<td>5</td>
<td>7</td>
<td>5</td>
<td></td>
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<td>5</td>
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<tr>
<td>Total CF/CPA</td>
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<td>9</td>
<td>12</td>
<td>7</td>
<td>6</td>
<td>25</td>
<td>4</td>
</tr>
<tr>
<td>Surface Area (ha)</td>
<td>65,932</td>
<td>16,633</td>
<td>2,827</td>
<td>5,090</td>
<td>3,289</td>
<td>10,866</td>
<td>5,140</td>
<td>2,087</td>
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3. Community Environmental Improvement

In 2015, Mlup Baitong conducted community environmental improvement through the implementation of the three projects Environmental Education for Conservation of Sarus Crane in Cambodia (EEC-SCC), Environment and Livelihood Improvements at Sarus Crane Reserve (ELISCR), and Mainstreaming Climate Change into Education (MCCE). The EEC-SCC and ELISCR projects were located in K. Trach District, Kampot province, and the MCCE project in Kampot, K. Chhnang, Stung Treng, and Svay Rieng provinces. The purpose of the first two projects is to raise awareness on improving the community environment which contributes to safeguarding the Sarus Crane habitat and feeding areas of Anlung Pring Sarus Crane Reserve. The MCCE project is aiming to improve the capacities of secondary school teachers and students in order to enable them to participate in climate change mitigation and adaptation response through the implementation of ten climate smart Eco-Schools located in the four target provinces.

EEC-SCC project

In 2015, the EEC-SCC project produced ten training lessons about environmental topics: The Environment, Biodiversity and Ecosystems, Waste, Sources of Water, Pollution, Agricultural Pesticides, Importance of Composting, Sarus Crane, Waste Reduction, and Wetlands. To support the teachers, teacher guides for each lesson were also produced. With the lessons and guides in place, the project then focused on providing trainings to students in the three target primary schools Thmor Baek, Phum Chres, and Koh Thnot to enable them to participate in improving their community environment and in the protection of Sarus Cranes. The project provided training to students in grade 4, 5, and 6 as a life skill subject for one hour weekly.

MCCE project

In the last quarter of 2015, as its start-up activity, the MCCE project provided training on climate change to involved educational officers and teachers. 59 educational officers and teachers (10 women) participated in the training. The Eco-School concept was introduced and related documents for climate smart Eco-School establishment were developed.

ELISCR project

In 2015, the ELISCR project continued supporting its three target villages Phum Chres, Koh Thnot, and Koh Chamkar, to improve their environment and conserving their biodiversity. As a result, three Village Environment and Sarus Crane Conservation Action Teams (VECATs) consisting of 10 members each were established. They have been actively participating in environmental awareness raising and sustainable practices, especially related to Sarus Crane protection. They have not only contributed to safeguarding the Sarus Crane habitat and feeding areas, but also to reducing preventable health-related problems for community members.
4. Community Based Eco-Tourism Development

Community Based Eco-Tourism (CBET) aims to support communities to sustainably manage natural resources and improve their livelihoods. In 2015, MB continued providing technical and advisory support to three CBET sites (Chambok in K. Speu province, Anlung Pring in Kampot province, and Chrork La-Eang in Pursat province) to manage their tourism activities. The CBET members actively participated in identifying illegal or inappropriate forest resource exploitation activities such as illegal logging, forestland encroachment and wildlife hunting, by closely cooperating with other stakeholders and improving tourism related services for income generation. The majority of people who were involved in implementing CBET activities, especially in provision of tourist services, were women.

In 2015, a total of 13,996 tourists, including 9,552 domestic and 4,444 foreign visitors, visited Chambok CBET and USD 59,000 were generated from tourism services. This contributed to around 13.18% of the average total annual household income of 350 household members. Chambok is the strongest and most successful among the CBETs and still stands as a role model in Cambodia. It can manage its activities by itself and is fully self-supported in terms of finance and decision making. Besides managing its tourism activities, the Chambok CBETMC has played a significant role in protecting the natural resources at the CBET site and as a community development actor.

In 2015, a total of 86,000 tourists, including 50 foreigners, visited Chrork La-Eang CBET and USD 28,000 were generated from tourism services, contributing to the household incomes of CBET members. Chrork La-Eang CBET shows good potential for further development as a role model in the West of Cambodia.

The number of tourists visiting Anlung Pring CBET and the income generated from these tourism services are still very limited. However, the Anlung Pring CBET has played a significant role in protecting the natural resources at the CBET site, especially the habitat and feeding areas of the endangered Sarus Crane.
5. Resilience Farming to Climate Change

Starting in July 2015, MB has implemented a project named Enhancing Livelihood Resilience to Climate Change (ELRCC) located in six villages in Chey commune, Kg. Svay district, Kg. Thom province. The ELRCC project runs until June 2016 and is funded by WFP. The overall objective is to “contribute to poverty reduction and equity among vulnerable groups through increasing crops” and the immediate objective is “Adapting traditional farming systems to climate change in order to reduce vulnerability and improve livelihoods”. Through the Farmer Field School (FFS) approach, FFS members use effective drought resilient farming systems to reduce drought vulnerability, increase incomes and enhance food security. In 2015, the ELRCC supported FFS members to improve their capacities related to climate change and climate change resilient farming systems and constructed small scale irrigation systems to support FFS pilot projects. Climate change resilient farming initiatives were introduced and applied to an increasing range of crops.

As results of our project implementation, awareness raising trainings about causes, effects and adaptation strategies to climate change were provided to 229 farmers (205 women) and dissemination meetings on the FFS concept were organized for 215 farmers (193 women). MB then selected 12 model farmers (9 women) and 113 FFS members (94 women) to implement FFS projects like Integrated Farming System (IFS, 9 FFSs) and System of Rice Intensification (SRI, 3 FFSs). The project provided capacity building on compost making to 98 farmers (81 women) and supported 12 model famers to construct 12 compost pits.

The project provided trainings on IFS related techniques including growing long beans and cucumbers, and raising fish and chicken, to poor farmers in the six target villages. 305 participants (240 women) attended trainings on IFS related techniques. The project also provided trainings on SRI related techniques including seed selection, land preparation and planting, how to use drum seeders, fertilizer utilization, weed and insect control, and rice harvesting, to farmers in three target villages. 137 participants (106 women) attended the training on SRI related techniques. In order to enhance capacity building, the project organized a study tour for 26 farmers (13 women) to visit a model farmer in Tramkak, Takao province, who successfully uses IFS and SRI techniques.

The ELRCC project supported FFS members to construct 63 fish ponds and supported 6 model farmers to construct a pipe irrigation system to improve their farming activities. The project plans to construct more irrigation facilities and systems including ponds and wells, as well as solar systems to improve farming activities.

During the first half of the implementation period (6 months) concrete results of the project were not yet measurable.
6. Environmental Awareness and Consultancy

In 2015, Mlup Baitong conducted its environmental awareness raising to the public through the Environmental Resource Center, Media & Consultancy (ERC-M&C) Unit. The ERC-M&C is composed of an environmental radio program and environment-related consultancy services. Besides raising awareness on environmental issues, the ERC-M&C also generates income by providing services to other projects or organizations. These funds can be used to complement external funding of the program, to fund extra activities without the need for additional external funding, or to be kept as reserve funds.

Environmental Radio Program

The ERC-M&C developed a radio program on environment-related issues, including the production of scripts and their broadcasting, as well as live talk shows and quiz shows. Topics include climate change, forest management and access to public information. The programs are broadcasted on Radio FM 93.5 MHz in Phnom Penh. In 2015 MB produced and broadcasted 21 scripted shows of 15 minutes each which include four shows on access to information, 14 shows on improving awareness on equitable forest management and climate change adaptation, and three scripts on understanding the use of mimosa pigra. In total, the scripted shows were broadcasted 134 times. In addition, ERC-M&C organized eight live talk-shows: two on access to information, four on improving awareness on equitable forest management and climate change adaptation, and two on understanding the use of mimosa pigra. Live talk-shows feature speakers from Government, NGOs, and communities. Beside this, the ERC-M&C conducted three quiz shows on forests and climate change.

Environment-related Consultancy Services

In 2015, ERC-M&C provided supporting services to other MB projects. The unit designed and produced materials such as CF education signboards, t-shirts, caps, and leaflets. It also provided trainings, e.g. on understanding climate change, farmer cooperatives and business plans. Other services include conducting surveys on household incomes related to SHGs, and satisfaction of CF members regarding CF establishment.

Moreover, the ERC-M&C also provided consultancy services to external customers. These include developing a proposal for DCD-MoEYS, facilitating DHL in planting 670 tree seedlings at two schools, and coordinating the construction of eight wells donated by a Japanese charity. Our customers were very satisfied with our services.

Live talk-show on access to information at FM 93.5MHz

Well construction donated by Japanese charity, Kg. Trach.

Tree planting at Phnom Cheal lower secondary school, Kg. Speu province funded and participated by DHL.
7. Increasing Access to Public Information

2015 is the last of three years of implementing the Increasing Access to Public Information (IAPI) project. Mlup Baitong, in partnership with API and government units, institutions and local authorities, has supported the public in 20 communes within two districts (Samrong Tong and Phnom Sruch) in Kg. Speu province to demand increased access to public information from local authorities and government institutions. The project’s overall objective is “to contribute to poverty reduction and equity among vulnerable groups through improved governance at sub-national level” while its specific objective is “to increase access to information for both the public and sub-national authorities as fundamental to effective participation and accountability in sub-national governance”.

Until the end of 2015, the IAPI project produced four main achievements:

1. Improved capacities of local councils to provide public access to commune and district information. This was achieved by strengthening the capacity of local councils to provide public access to information, supporting the development of tools, systems and mechanisms for information management and disclosure, and supporting Commune Councils to demand greater information disclosure at higher levels of governance.

2. Increased understanding among target groups about their rights to access public information. This was achieved by raising community awareness and conducting outreach activities on right to know and access to information, organizing public community forums and information dissemination, and conducting national and provincial media campaigns on access to information.

3. Enhanced capacities of civil society organizations working at sub-national government to advocate for greater transparency and information disclosure. This has been achieved by conducting an assessment on the availability and the needs of information, enhancing capacities of CBOs and NGOs to advocate for access to information, and supporting NGOs and CBOs to work with sub-national governments to disclose information.

4. Increased public dialogue on access to information by sub-national and national government officials, civil society organizations and donors towards supporting and developing a passage of the Access to Information Law. This has been achieved by coordinating and supporting the Parliament to engage in a dialogue on access to information, organizing access to information workshops with relevant stakeholders at both sub-national and national levels, and supporting the development of an access to information legislation process.

During the implementation, MB conducted 55 trainings for 1,064 participants (240 women), three study visits for 360 participants (79 women), 60 public forums at commune level and six public forums at district level for 10,352 participants (3,997 women), and three provincial consultation workshops for 554 participants (105 women). In addition, there were hundreds of meetings at all levels with participation of thousands of people. As results of the IAPI project, the demand for access to public information and disclosure of information to the public as a basis for good governance, have significantly increased and improved.
## Project Beneficiaries

<table>
<thead>
<tr>
<th>Project</th>
<th>Direct beneficiaries</th>
<th>Total beneficiaries (Direct and indirect beneficiaries)</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Community Forestry Management and Livelihood Improvement (CFMLI)</td>
<td>34,483</td>
<td>83,322</td>
<td>• Direct beneficiaries are villagers who are members of SHGs and members of families registered as CF members.</td>
</tr>
<tr>
<td></td>
<td>17,827</td>
<td>42,111</td>
<td>• Total beneficiaries are all villagers living inside of the CF catchment areas.</td>
</tr>
<tr>
<td>2- Sustainable Forest Management (SPM)</td>
<td>18,690 (2,816 overlap with CFMLI)</td>
<td>50,973 (7,770 overlap with CFMLI)</td>
<td>27,504 (3,966 overlap with CFMLI)</td>
</tr>
<tr>
<td></td>
<td>8,306 (1,490 overlap with CFMLI)</td>
<td></td>
<td>• Direct beneficiaries are villagers who are members of families registered as CF members.</td>
</tr>
<tr>
<td></td>
<td>7,972</td>
<td>4,124</td>
<td>• Total beneficiaries are all villagers living inside of the CF catchment areas.</td>
</tr>
<tr>
<td>3- Empowerment of Small-Scale Farmers in Preah Rumkel (ESSF)</td>
<td>436</td>
<td></td>
<td>• Direct beneficiaries are members of CEAT, SHGs, and CF who attended the trainings or meetings.</td>
</tr>
<tr>
<td></td>
<td>230</td>
<td></td>
<td>• Total beneficiaries are all villagers living in the project target area.</td>
</tr>
<tr>
<td>4- Increasing Access to Public Information (IAPI)</td>
<td>2,633 (975 overlap with CFMLI)</td>
<td>195,387 (70,673 overlap with CFMLI)</td>
<td>99,034 (34,748 overlap with CFMLI)</td>
</tr>
<tr>
<td></td>
<td>1,155 (390 overlap with CFMLI)</td>
<td></td>
<td>• Direct beneficiaries are the participants who attend the trainings or forums conducted by the project.</td>
</tr>
<tr>
<td></td>
<td>1,231</td>
<td>569</td>
<td>• Total beneficiaries are villagers living in the 20 target communes.</td>
</tr>
<tr>
<td>5- Enhancing Livelihood Resilience to Climate Change (ELRCC)</td>
<td>452</td>
<td>5,316</td>
<td>• Direct beneficiaries are household representatives participating in the training or project activities.</td>
</tr>
<tr>
<td></td>
<td>428</td>
<td>3,057</td>
<td>• Total beneficiaries are villagers living in the six target villages.</td>
</tr>
<tr>
<td>6- Environmental Education for Conservation of Sarus Crane in Cambodia (EECCSCC)</td>
<td>270</td>
<td>1,231</td>
<td>• Direct beneficiaries are the teachers and pupils who received training or directly involved in the project activities.</td>
</tr>
<tr>
<td></td>
<td>134</td>
<td>569</td>
<td>• Total beneficiaries are all teachers and pupils in the three target schools.</td>
</tr>
<tr>
<td>7- Environment and Livelihood Improvements at Sarus Crane Reserve (ELISCR)</td>
<td>129</td>
<td>16,468</td>
<td>• Direct beneficiaries are the SHG and CLDMC members who are directly involved in the project activities.</td>
</tr>
<tr>
<td></td>
<td>63</td>
<td>8,433</td>
<td>• Total beneficiaries are villagers living in the target areas.</td>
</tr>
<tr>
<td>8- Sustaining Community Environment and Livelihood Improvement</td>
<td>827 (all overlap with CFMLI)</td>
<td>3225 (all overlap with CFMLI)</td>
<td>1669 (all overlap with CFMLI)</td>
</tr>
<tr>
<td></td>
<td>448 (all overlap with CFMLI)</td>
<td></td>
<td>• Direct beneficiaries are villagers who are members of SHGs and members of families registered as CF members.</td>
</tr>
<tr>
<td></td>
<td>9501</td>
<td>4562</td>
<td>• Total beneficiaries are all villagers living inside of the CF catchment areas.</td>
</tr>
<tr>
<td>9- Environmental Resource Centre, Media &amp; Consultation (ERC-M&amp;C)</td>
<td>N/A</td>
<td>N/A</td>
<td>• The numbers of direct and total beneficiaries of ERC-M&amp;C are not available.</td>
</tr>
<tr>
<td>10- Mainstreaming Climate Change into Education (MCCE)</td>
<td>230</td>
<td>9501</td>
<td>• Direct beneficiaries are educational officers, teachers, and students who received training or were directly involved in the project activities.</td>
</tr>
<tr>
<td></td>
<td>58</td>
<td>4562</td>
<td>• Total beneficiaries are all teachers and students in the ten target Eco-Schools.</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>53,532</strong></td>
<td><strong>291,727</strong></td>
<td>• The total number of direct beneficiaries is the sum of the total direct beneficiaries of all projects with subtraction of the indicated overlaps with CFMLI.</td>
</tr>
<tr>
<td></td>
<td><strong>26,321</strong></td>
<td><strong>150,680</strong></td>
<td>• The total number beneficiaries are the sum of the total beneficiaries of all projects with subtraction of the indicated overlaps with CFMLI.</td>
</tr>
</tbody>
</table>
Institutional Achievements

In strengthening the organization to improve the effectiveness and efficiency of the program, MB has concentrated on five main aspects: 1) Management systems which refer to organisational structure, administration procedures, monitoring and evaluation, and financial management and reporting, 2) Human resources which refer to staff numbers, staff experience, staff skills, human resources development, and volunteers, 3) Financial resources which refer to total financial resources, diversity of funding sources, fundraising capacity, sustainability strategy, and organisational profile, 4) Strategic planning which refers to governance, mission statement, strategic plan, relevance of projects, and accountability to stakeholders, and 5) Delivery which refers to scale of on-going projects, relevance of projects to NRM, delivery of project outputs, geographical reach, collaboration.

Management system

2015 was the last year of MB’s six-year Strategic Plan 2010-2015. In mid 2015, the existing organisational structure was analysed and reviewed. The new position of Deputy Executive Director (DED) was established, its job description designed and the DED recruited. In addition, job descriptions of other senior management officers were also revised to fit in with the changes. For administrative procedures, mechanisms to monitor the use of all supplies and vehicles were in place and used; equipment inventory was regularly updated; procurement policy, leave/holiday policy, travel expenses policy, disciplinary and complaints procedures were reviewed and strictly applied.

Monitoring and internal evaluation for each project has been conducted frequently through field visits, management team meetings and staff meetings. In addition, an external midterm evaluation of the biggest project called CFMLI was conducted in July to assess the effectiveness, efficiency, relevance, and impact of the project. The results of all evaluations were used to guide the management and to design future projects, and were disseminated to relevant staff for further improvement. Progress reports were prepared and submitted to donors regularly.

For financial management, records of expenditure were kept for all projects and the expenses of all individual line items were regularly reviewed in the aim of remaining within 15% of the agreed budget. Financial reports and statements were completed and delivered on time to relevant staff, the Management Team, the Board, and donors accordingly. One global and four project financial audits for 2015 were conducted in early 2016. Most recommendations were implemented.

Human resources

In 2015, MB employed 57 fulltime skilled staff with combined work experience of 423 years, and 15 volunteers (three foreigners), who contributed to fulfilling our organisation’s mission. 19 new staff were recruited to fulfil MB’s needs or to replace the leaving ones. All skilled staff have significantly increased their related capacities to deliver the organization’s mission and 60% of them were project staff. Regarding staff capacity building, a training need assessment was conducted in the beginning of 2015. Based on this, a staff capacity building plan was established and staff capacity building was gradually conducted in various kinds, especially through in-house training. MB provided 63.5 training days with a total number of 558.5 trainee-days. Staff performance appraisals were conducted in December 2015 by their direct supervisors.
Financial resources

In 2015, the total funds needed for an effective delivery of the organization’s mission were USD 880,000. Those funds were fully secured and came from 11 donors with a minimum share of 0.5% and a maximum of 38% of the total budget. As a result of qualified project proposals and a suitable fundraising strategy, MB generated more than USD 500,000 from 8 different sources. This shows that MB has responded to the requirements of the donors and built trusting relationships with them and other stakeholders.

Strategic planning

MB has been governed by a Board of Directors which is composed of high ranking officers from NGOs (majority), government, and the private sector. They provided strategic direction and supervised the organisation towards achieving its mission according to the organizational bylaw, our policy, our six-year Strategic Plan (SP) for 2010-2015 and three-year Operational Program Plan (OPP) for 2013-2015 by organizing two board meetings annually. The next six-year Strategic Plan (SP) 2016-2021 and three-year Operational Program Plan (OPP) 2016-2018 were developed in the last semester and approved by the Board.

All MB projects were designed to respond to the strategic objectives which are clearly identified in the SP and OPP. Funding opportunities are systematically screened against the organisation’s mission and strategic plan, and only pursued if they are in line with them. Regarding the accountability to stakeholders, during the design and implementation of the projects stakeholders are systematically consulted.

Delivery

Scale of on-going projects in terms of budgets delivered were ranging from USD 8,627 to USD 335,428 with a total organisational expenditure of USD 839,117 (95%) against the total budget of USD 880,000. Objectives, outcomes, outputs, and activities for each project were clearly defined and progresses towards them were regularly monitored. The delivery of project activities and outputs were mostly successful, but the delivery of activities based on work-plans were often rescheduled.

To ensure effective and efficient project activity delivery in each province, MB set up at least one field office directed by a Program Coordinator (PC) or Project Officer (PO) who coordinates several CBO networks such as CFMCs, SHGs, CBETs, or CEATs, and actively participates in several NGO networks such as Indigenous People (IP) network, CF network, REDD+ Consultation Group etc. In addition, MB has collaborated with several national and international NGOs including RECOFTC, Bird-life International, WWT, and API, in order to energize our efforts for the successful implementation of our projects.
## Projects and Funds

<table>
<thead>
<tr>
<th>No</th>
<th>Project Title</th>
<th>Expenditures in 2015 (USD)</th>
<th>Project Period</th>
<th>Total Project Cost (USD)</th>
<th>Sources of funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Community Forest Management and Livelihood Improvement (CFMLI) Project</td>
<td>335,428</td>
<td>2013-2017</td>
<td>1,471,500</td>
<td>Funded by the EU 85.04% &amp; co-funded by Oxfam Novib and Bread for the World (BfdW)</td>
</tr>
<tr>
<td>2</td>
<td>Sustainable Forest Management (SFM)</td>
<td>53,510</td>
<td>2012-2015</td>
<td>592,300</td>
<td>Funded by UNDP</td>
</tr>
<tr>
<td>3</td>
<td>Empowerment of Small Scale Farmers (ESSF) Project</td>
<td>54,131</td>
<td>2013-2016</td>
<td>288,200</td>
<td>Funded by We Effect (WE)</td>
</tr>
<tr>
<td>4</td>
<td>Increase Access to Public Information (IAPI) Project</td>
<td>106,418</td>
<td>2013-2015</td>
<td>319,000</td>
<td>Funded by EU 80% &amp; co-funded by Oxfam Novib, and The Albert Kunstadter Family Foundation (AKFF)</td>
</tr>
<tr>
<td>5</td>
<td>Environmental Education for Conservation of Sarus Crane and its habitats in Cambodia (EEC-SCC) Project</td>
<td>23,443</td>
<td>2014-2016</td>
<td>54,985</td>
<td>Funded by Mitsui Environment Fund/JEEF, Japan</td>
</tr>
<tr>
<td>6</td>
<td>Environment and Livelihood Improvements at Sarus Crane Reserve (ELSCR) Project</td>
<td>29,434</td>
<td>2014-2016</td>
<td>69,949</td>
<td>Funded by Critical Ecosystem Partnership Fund (CEPF)</td>
</tr>
<tr>
<td>7</td>
<td>Sustaining Community Environment and Livelihood Improvement (SECI) Project</td>
<td>18,592</td>
<td>2014-2015</td>
<td>50,000</td>
<td>USAID/NDI</td>
</tr>
<tr>
<td>8</td>
<td>Sustaining Community Forest Management (SCFM) Project</td>
<td>120,017</td>
<td>2015-2017</td>
<td>287,100</td>
<td>Bread for the World (BfdW)</td>
</tr>
<tr>
<td>9</td>
<td>Enhancing Livelihood Resilience to Climate Change (ELRCC)</td>
<td>20,518</td>
<td>2015-2016</td>
<td>136,094</td>
<td>World Food Program (WFP)</td>
</tr>
<tr>
<td>10</td>
<td>Mainstreaming Climate Change into Education Project (MCCE)</td>
<td>8,827</td>
<td>2015-2018</td>
<td>280,615</td>
<td>Funded by Cambodia Climate Change Alliance (CCCA)</td>
</tr>
<tr>
<td>11</td>
<td>Environment Resource Center, Media and Consultation (ERC-M&amp;C) Unit</td>
<td>33,153</td>
<td></td>
<td></td>
<td>Service revenues</td>
</tr>
<tr>
<td></td>
<td>Well Construction Project</td>
<td>2,900</td>
<td></td>
<td></td>
<td>Funded by ARC-Japan</td>
</tr>
<tr>
<td>12</td>
<td>Others/Overhead</td>
<td>32,946</td>
<td></td>
<td></td>
<td>Funded by AKFF &amp; Other sources</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>839,117</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Expenditure by Project 2015

### Fund Contribution by Donor 2015
Board of Directors of Mlup Baitong

Mlup Baitong's Board of Directors has five members, who bring a diversity of skills and experience to support and guide the organization. In 2015 the following persons were seated on the Board:

Chhum Sovanny (Chairperson)
Mr. Chhum Sovanny joined the Mlup Baitong Board of Directors in June 2013 and became the Chairperson of the Board from January 1, 2014. He is a Programme Analyst on Biodiversity and Sustainable Land Management, Environment and Energy Cluster in UNDP Cambodia. He has extensive working experience in the implementation of programme strategies and quality control through oversight functions to all projects under biodiversity and land/forestry portfolio, and creation of strategic partnerships and implementation of the resource mobilization strategy.

Pamela Keorevatney-Huy (Treasurer)
Ms. Pamela Keorevatney-Huy joined the Mlup Baitong board on July 2002. Pamela was appointed Chief Representative and Head of Financial Institutions – Cambodia. Responsible for all Standard Chartered business interests in CAMBODIA: to be the Group’s representative in CAMBODIA and drive the delivery of the agreed country strategy and business plan within the scope of the representative office licence and balancing strategy, people and talent, risk management, business conduct, governance and stakeholder management, including building regulatory, government and client relationships. She joined Standard Chartered Bank in Phnom Penh in 1992.

Lam Saoeng (Member)
Ms. Saoeng joined the Board at the beginning of 2006 since she worked as the Environment Program Coordinator for NGO Forum on Cambodia. She is the Programme Coordinator of the National Biodigester Programme and has a very good insight in current environmental issues, agricultural development, climate change and clean rural renewable energy that helps Mlup Baitong to strengthen its work in these fields.

Sokkheng Novin (Member)
Mr. Sokkheng Novin has become a member of Mlup Baitong’s Board of Director since 2009. He is the Director of National Park Department of the Ministry of Environment where he gives oversight to national parks and wildlife sanctuaries. In the past he has worked frequently with NGO’s and international projects dealing with conservation efforts.

Dariush Ghobad (Member)
Mr. Dariush Ghobad joined the Board in July 2014. He moved with his wife and his two children in 2013 to Cambodia, where he works as a Resource Mobilization Advisor for a local NGO (LWD). In his line of work he is responsible for grant management, donor relations and the volunteer program.
Mlup Baitong’s Donors in 2015

Mlup Baitong would like to express its sincere thanks to all donors who have supported the work of the organization in 2015.

With your assistance we have further developed our activities. Your contribution has made it possible to help many Cambodians to create a healthier, greener environment and to protect invaluable natural resources.
Mlup Baitong’s Implementation Partners in 2015

Mlup Baitong has closely cooperated with:

**Government Institutions:**
- National Level:
  - The Ministry of Environment
  - The Ministry of Agriculture, Forestry and Fisheries
  - The Ministry of Tourism
  - The Ministry of Education, Youth and Sport
- Sub-national level:
  - Commune, District, and Provincial Authorities in the nine target provinces
  - Relevant Provincial Technical Departments and District Technical Offices of the nine target provinces

**NGOs and Civil Society:**
- National and International NGOs working in the same target or related thematic areas
- All related Community Based Organizations located in the same target areas

*We all continue working together to protect our environment and to alleviate poverty.*
A good environment starts from the individual but can only be achieved with participation of all!

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