



2022

ANNUAL REPORT

Full Version





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FRIENDS-INTERNATIONAL

Annual Report 2022

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FRIENDS-INTERNATIONAL

Abbreviation Key

Partnership Program for the Protection of Children	3PC
Community Based Tourism	CBT
Child Protection	CP
ChildSafe	CS
ChildSafe Agents	CSA
ChildSafe Experiences	CSE
ChildSafe Movement	CSM
Friends Alliance	FA
Ministry of Social Affairs, Veterans and Youth Rehabilitation (Cambodia)	MoSVY
Protection from Sexual Exploitation and Abuse	PSEA
Transitional Home	TH
Violence Against Children	VAC



FRIENDS-INTERNATIONAL

‘A social enterprise, established 1994, saving lives and building futures for marginalized children and youth, their families and their communities’



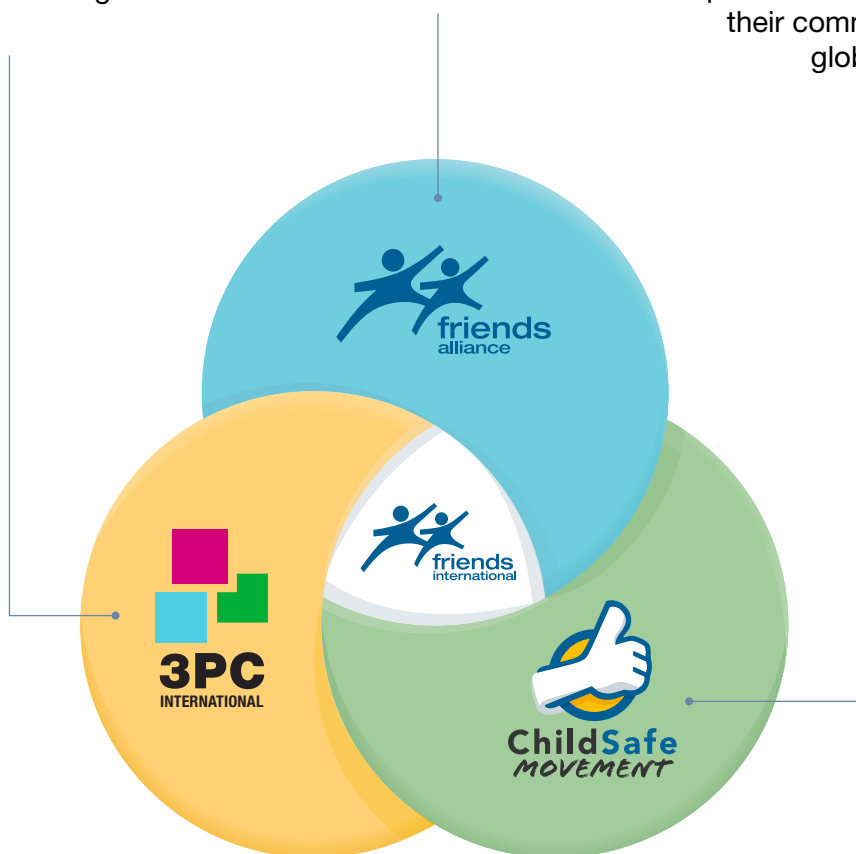
3PC/ChildSafe Alliance: an alliance of organizations and Government services to coordinate services, build common capacity, create projects together, run advocacy campaigns and secure funding



Friends Alliance: Programs run by Friends-International aiming at developing innovative and quality services to marginalized children, youth and their families



ChildSafe Movement: a project that supports all key actors of society (schools, tourism industry, volunteers, travelers, organizations, citizens...) to be directly and effectively engaged in the protection of children in their community and globally



TOTAL NUMBER OF PEOPLE REACHED IN 2022:

157,451

beneficiaries

(Direct + Indirect +
ChildSafe Agents + Partners)

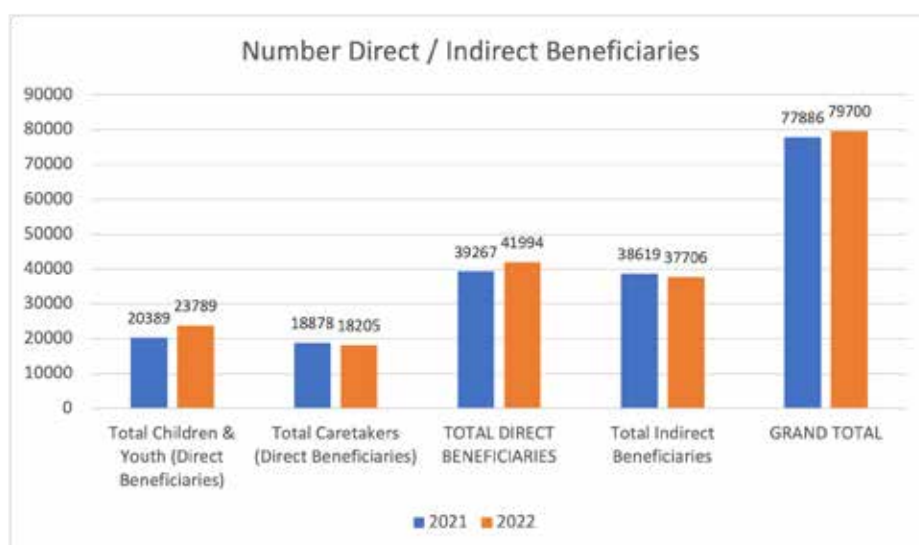
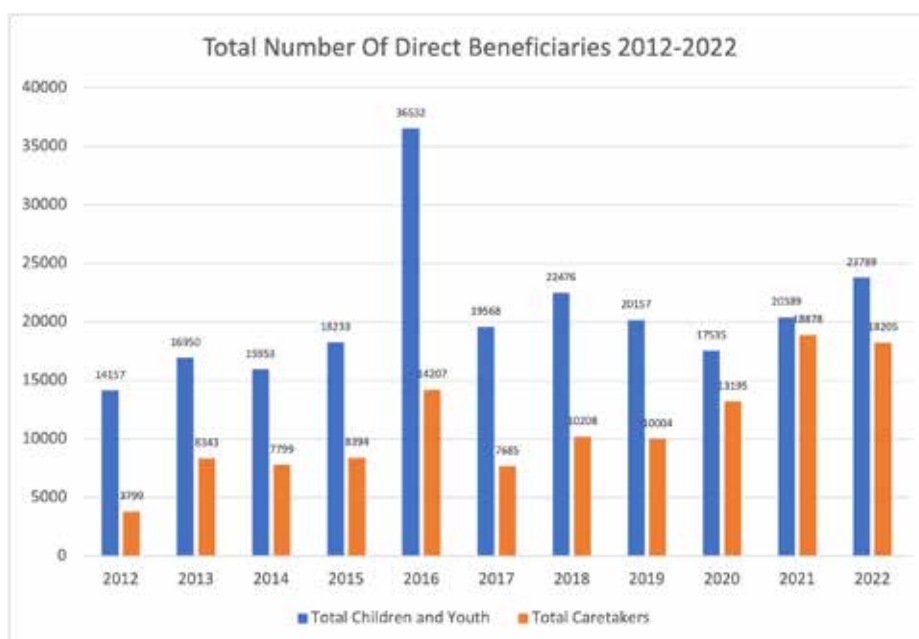
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	With Services	Prison Path Cambodia	Siem Reap Cambodia	Prison MH	Prison MH Vientiane Laos PDR	Prison MH Bangkok Thailand	Prison Path Acre Thailand	Prison Path Popeye Cambodia	Tamara Path Jakarta Indonesia	Prison Path Vigyan Myanmar	SPC	2021-2022	2021-2022
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Yale Children & Youth (Direct Beneficiaries)	9736	6647	3079	1897	2071	1826	961	1476	1790	137	82	10286	1764
Total Cambodia (Direct Beneficiaries)	4703	3240	1463	2342	2203	1139	1103	1576	2025	271	58	10286	1764
Total Thailand (Direct Beneficiaries)	11696	8007	3689	3407	3712	3287	1766	2444	3197	181	20	10286	1764
TOTAL DIRECT BENEFICIARIES	15400	10447	4953	5749	5915	4426	2669	3996	5222	258	78	20572	3528
TOTAL INDIRECT BENEFICIARIES	27388	18803	8585	1427	1771	1656	827	1162	1506	268	34	27388	4513
TOTAL DIRECT & INDIRECT BENEFICIARIES	42788	29250	13538	1716	7686	6082	3496	5158	6728	526	112	47960	8041
TOTAL CE ALLIANCE PARTNERS BENEFICIARIES	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REACHED	2,498,488	1,688,827	809,661	1,688,827	1,688,827	1,688,827	1,688,827	1,688,827	1,688,827	1,688,827	1,688,827	2,315,848	276,640
Number of beneficiaries trained by staff on COVID-19 awareness, prevention and protection measures	11801	655	3726	3011	4007	1103	1143	1576	2025	271	58	28,332	14,688
Family provided with emergency support	2504	0	933	0	1463	0	587	0	314	0	54	3048	8508
Number of members in service provided with emergency support (All family members, both direct and indirect beneficiaries)	7776	0	742	0	3060	1210	1770	0	1023	271	58	30,129	15,405
Number of CSE agents trained on COVID-19 awareness, prevention and protection measures	0	0	294	180	212	148	0	28	0	0	0	1,245	802
Number of children supported with remote education during their quest of school (e.g. school work distribution, TV education, etc.)	1131	608	523	403	803	417	0	0	0	0	0	4,275	2,159
Children in Family with...	1178	640	538	438	876	462	0	10	0	0	0	2,664	1,388
Children integrated to public school	596	298	298	157	141	116	0	81	10	44	25	1,485	777
Children supported to remain in public school	1068	542	526	286	590	246	145	212	143	43	21	8,190	2,814
Youth in vocational training / apprenticeship	171	82	89	81	80	81	0	0	43	8	4	428	188
Employment placements for youth	213	102	111	70	103	110	0	29	10	2	2	988	308
Family members in vocational training / apprenticeship	129	68	61	42	102	64	0	0	102	0	0	479	237
Employment placements for family members	427	202	225	171	18	182	0	30	12	2	2	821	368
Children's Youth in Assessment Center	52	27	25	17	3	14	0	4	2	0	0	81	27
Children's Youth in Transitional Home	22	12	10	6	0	0	0	0	0	0	0	81	27
Youth in shelter	12	6	6	0	0	0	0	0	0	0	0	48	24
Youth in transitional group house	15	8	7	0	0	0	0	0	0	0	0	71	33
Children in transitional family based care	14	4	10	0	0	0	0	0	0	0	0	29	8
Children in specialized family based care	5	3	2	0	0	0	0	0	0	0	0	4	1
Children's Youth integrated in LT family based care	15	7	8	4	3	0	0	0	0	0	0	41	24
Youth supported with independent living	9	7	2	1	1	1	0	1	0	0	0	36	17
Children's Youth in voluntary labor	54	36	18	0	0	0	0	0	0	0	0	34	8
Drug Related Services	13802	0	13802	0	13802	0	13802	0	13802	0	0	74,802	351,427
Health related service	111201	0	111201	0	111201	0	111201	0	111201	0	0	141,096	327,699
Life skills service	870206	0	870206	0	870206	0	870206	0	870206	0	0	148,888	345,820
Activity based services	305203	0	305203	0	305203	0	305203	0	305203	0	0	148,447	328,878
Counseling delivered	314205	0	314205	0	314205	0	314205	0	314205	0	0	391,865	375,579
Other services delivered	30234	0	30234	0	30234	0	30234	0	30234	0	0	323,74	892,413

	TOTAL 2021	TOTAL 2022	% vs. 2021
Total Children & Youth (Direct Beneficiaries)	20,389	23,789	+17%
Total Caretakers (Direct Beneficiaries)	18,878	18,205	-3%
Total Indirect Beneficiaries	38,619	37,706	-2%
TOTAL DIRECT BENEFICIARIES	39,267	41,994	+7%
TOTAL DIRECT & INDIRECT BENEFICIARIES	77,886	79,700	+2%
TOTAL BENEFICIARIES PROTECTED BY CS AGENTS	10,122	12,875	+27%
TOTAL 3PC / CS ALLIANCE PARTNERS BENEFICIARIES	3,990	64,876	+1526%
GRAND TOTAL (Direct/Indirect/CS Agents/3PC)	91,998	157,451	+71%

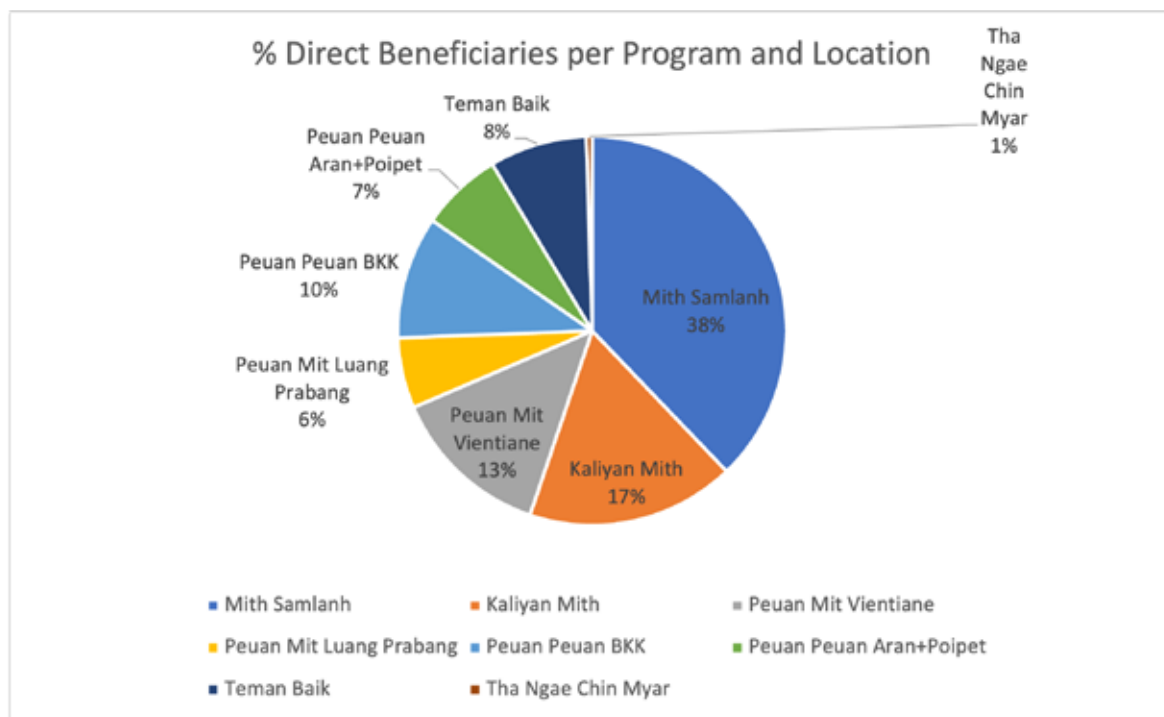
However, if we take into account the beneficiaries from 3PC and ChildSafe the increase is significant, reaching 157,451 persons (+71%).



Overall, Friends-International saw a small increase in the beneficiaries it worked with of 2.3%: with the resumption of post-Covid outreach the number of children and youth increased (+17%) while the number of caretakers reduced slightly (-9%). It is also a higher number than pre-Covid, especially for caretakers.



Friends Alliance



Among the Friends Alliance Programs, in terms of Direct Beneficiaries, Mith Samlanh remains the leading Program with 38% (5 point increase), followed by Kaliyan Mith with 17% (6 point reduction), Peuan Mit Vientiane with 13% (globally a 3 point increase), Peuan Peuan Bangkok with 10% (a 1 point reduction), Teman Baik with 8% (3 point increase), Peuan Peuan Aran+Poipet with 7% (5 point reduction), Peuan Mit in Luang Prabang with 6% (rapidly increasing with the launch of outreach activities) and Myanmar at 1% (stable).

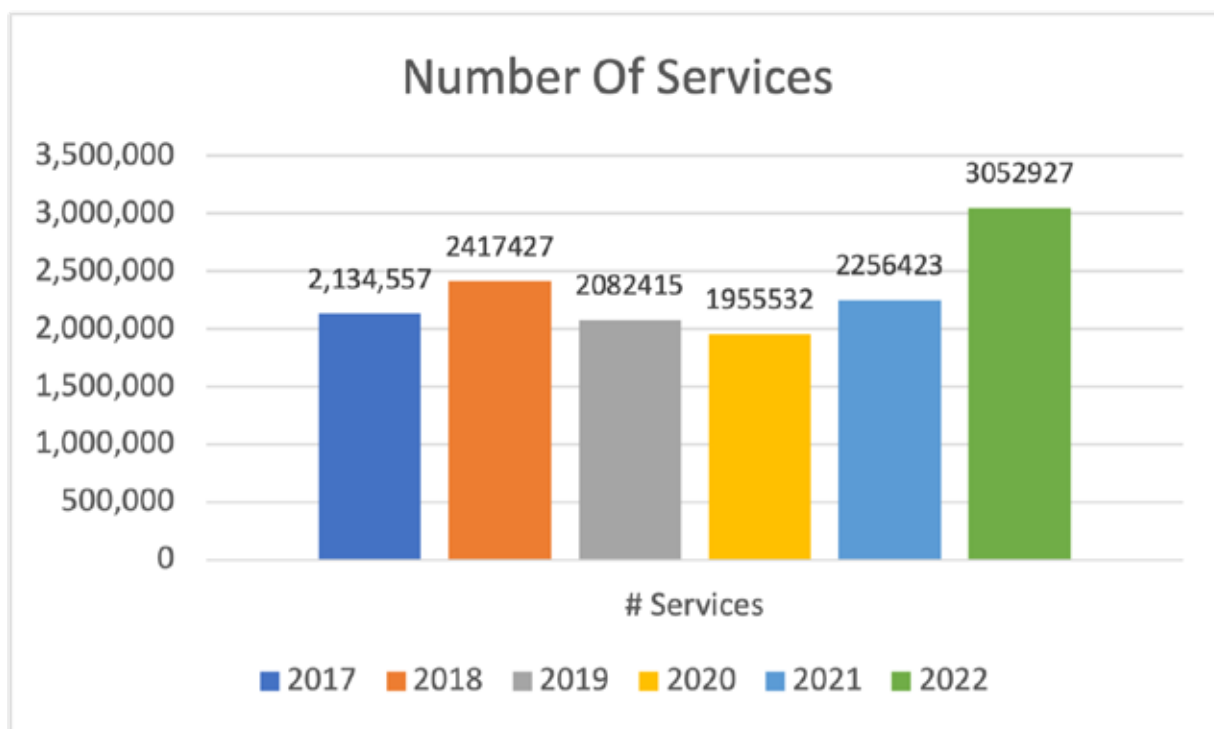
SAVING LIVES

The priority of the year was to continue support to families facing difficulties after Covid (mostly economic difficulties), to rebuild their autonomy while relaunching solid child protection services.

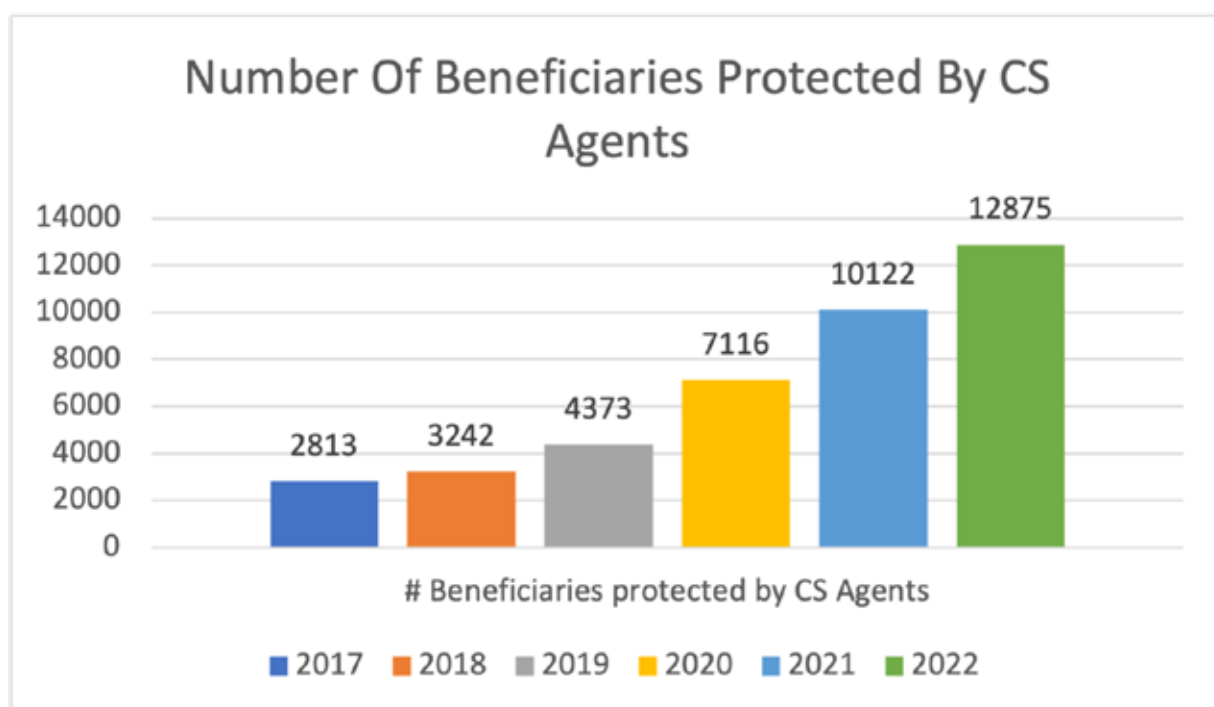
The Saving Lives International Support Team was able to push all Program Outreach teams to increase systematic use of the mapping and Action Plan tools and to (re)build the economic autonomy of beneficiaries.

- **Emergency:** emergency support remained important for all beneficiaries in all Programs with the increase of economic support to families affected by the post-Covid slow economic situation and strong inflation
- **ChildSafe Agents:** teams were able to increase the number and involvement of ChildSafe Agents in all Programs
- **Drugs:** work continued to increase in Cambodia with a priority on harm reduction and testing users for HIV
- **Migration:** teams were supported to restart work as migration resumed, with a strong focus on Safe Migration
- **Sex Workers:** services resumed as sex workers returned to the cities after Covid, and teams were supported to expand their work on protection, support for alternatives and support to the children of sex workers
- **Consultancies:** consultancies on PSEA / CP and others continued in Thailand and Indonesia





This year saw a significant increase (+32%) in the number of services as teams resumed regular outreach activities



There was a strong increase (+27%) in the role played by the ChildSafe Agents as all teams increased the numbers and support of ChildSafe Agents in their projects.





CASE STUDY



Jakarta, Indonesia - Ms. Meta is very active as a female community leader, a pre-school and Qu'ran studies teacher and an active member of 'Dasawisma', a women's association found in rural and urban communities like hers in Indonesia. Despite all this, she was largely unaware of child protection issues until she met a social worker from Teman Baik. Intrigued by what she learned, she completed online and offline training and certification as a ChildSafe Agent. During the COVID-19 period she taught children hand washing and how to wear masks. She now talks with children during her classes every chance she gets to raise their awareness of how to protect themselves and to make sure they're not facing any risky situations at home or in their neighborhoods. In addition, she provides guidance to parents whose children have behavioral issues.

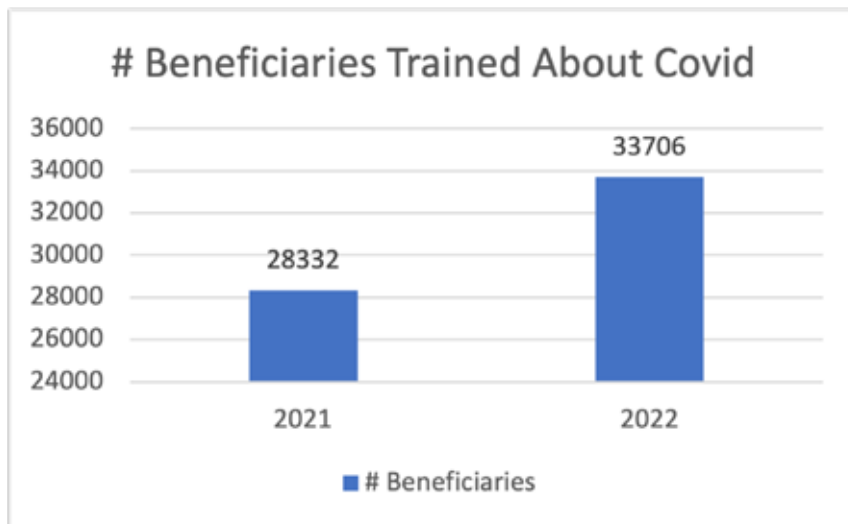
Parents in her community often come to her to share their problems. For example, recently she has helped a mother who suffered from debilitating poverty. On top of her financial hardships, her child was hyperactive and suffered from attention deficit disorder to the point of disrupting relationships with her neighbors. The mother admitted that she had wanted to commit suicide together with her child, because the economic and other pressures were so heavy. However, after talking with Mrs. Meta, she was able to overcome those thoughts, and get access to the support she needed.

Mrs. Meta feels happy when she assists parents and their children. "I feel satisfied by being able to make a bad situation better." she said. She also feels that Teman Baik, who recruited her, have helped the residents of her community, especially the children. She thinks that knowledge about children's issues and child protection needs to be continuously disseminated, and she is glad that her role as a ChildSafe Community Agent enables her to do this for her community.

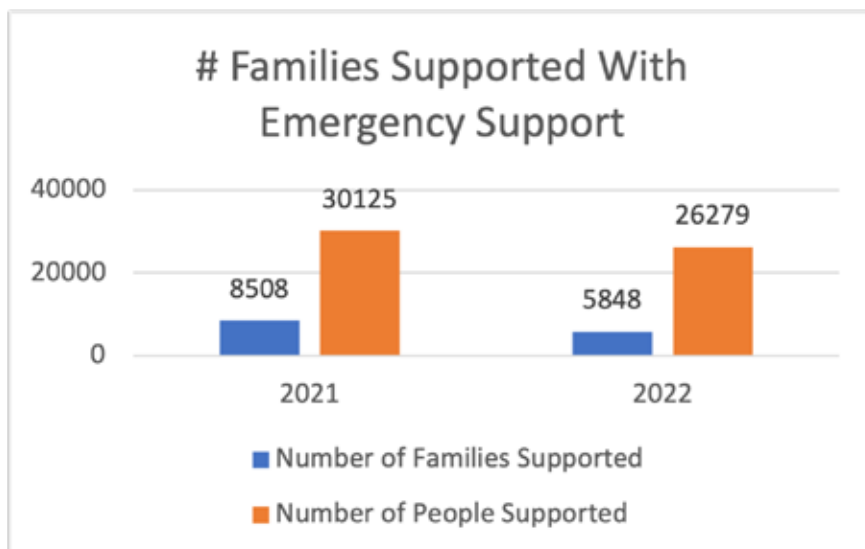
**names have been changed throughout our case studies to comply with our child and beneficiary protection policies in ensuring the privacy of individuals*

EMERGENCY

Emergency support continued, however decreased in 2022. Covid health-related issues did reduce over the year, but the economic impact continued to be felt especially with an important increase of inflation across the region. Inflation hurt the most vulnerable families hard, severely reducing their buying power. This led to our teams continuing to provide emergency support to families, while trying to rapidly increase family incomes.

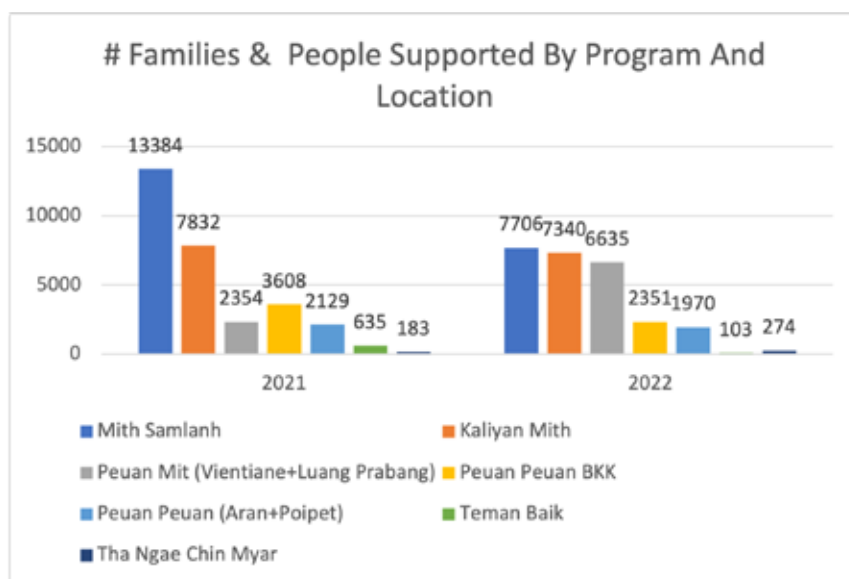


Although the Covid emergency reduced, training for prevention continued and was reinforced as access to beneficiaries became easier.

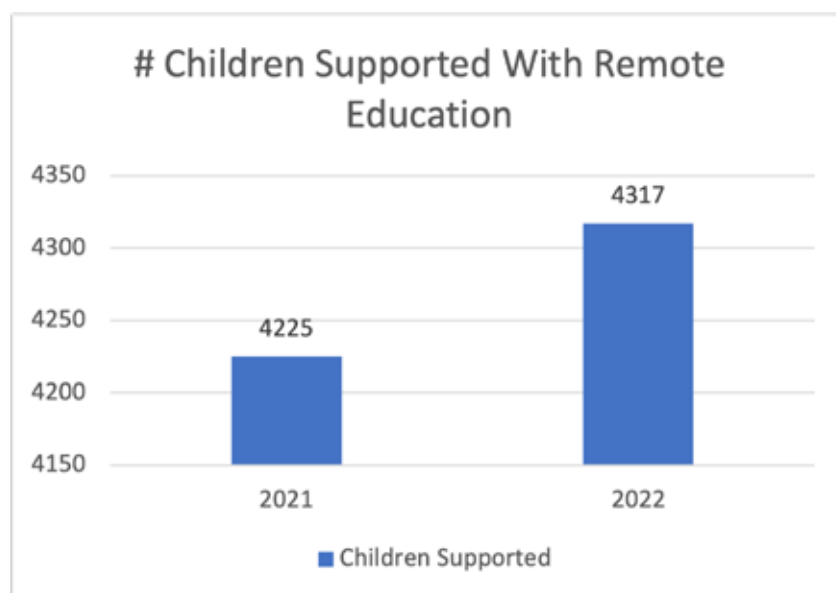


As the Covid situation eased up, emergency support became less and less important throughout 2022 and there was a clear reduction in Emergency services.





- **In Cambodia** the economic situation in Phnom Penh improved earlier than in Siem Reap (*where tourism re-started later*)
- **In Laos**, the situation was made worse by rapid inflation which increased the need for support
- **In Thailand**, the situation gradually eased up and we saw a reduction in emergency support needs
- **In Indonesia**, the country reopened and the situation improved despite an initial high inflation rate
- **In Myanmar**, the situation continued to worsen with the political situation not allowing for economic recovery and therefore emergency support provision continued to increase.



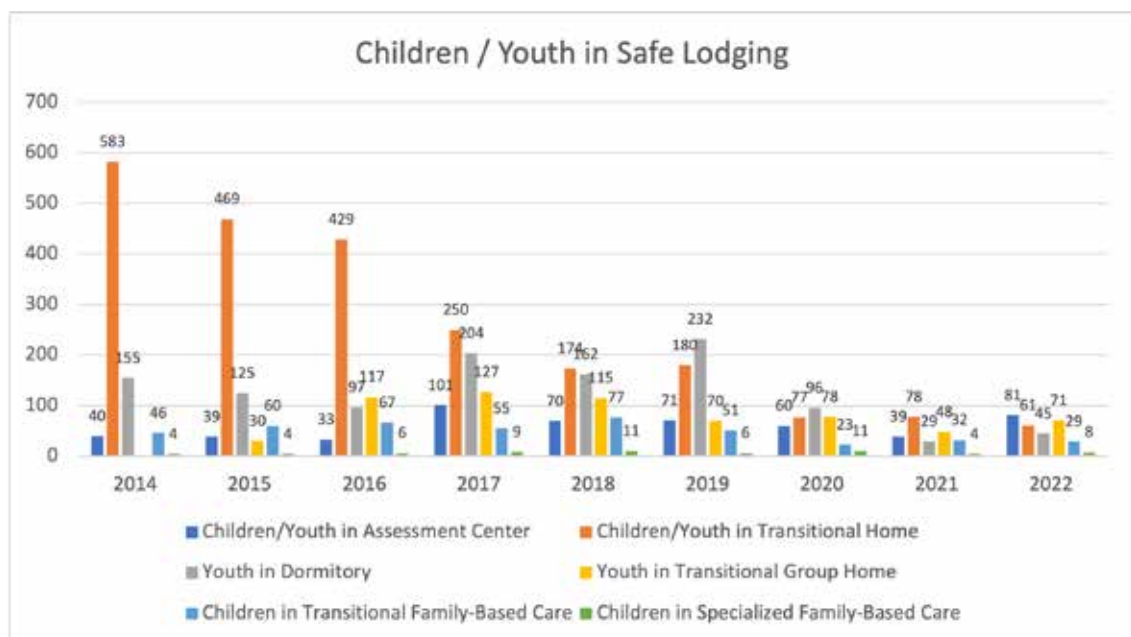
The distribution of homework to children continued and increased in 2022 despite the restart of the public schools in most areas. This was largely due to the identified need for extra support utilising this new method, which will be continued from now on.



BUILDING FUTURES

Futures Family:-

	TOTAL 2021	TOTAL 2022	% vs. 2021
Children/Youth in emergency shelter	39	81	+107%
Children/Youth in transitional home	78	61	-22%
Youth in dormitory	29	45	+55%
Youth in transitional group house	47	71	+51%
Children in transitional family-based care	32	29	-9%
Children in specialized family-based care	4	8	+100%
Children/youth reintegrated in LT family-based care	142	41	-71%
Youth supported with independent living	54	36	-33%



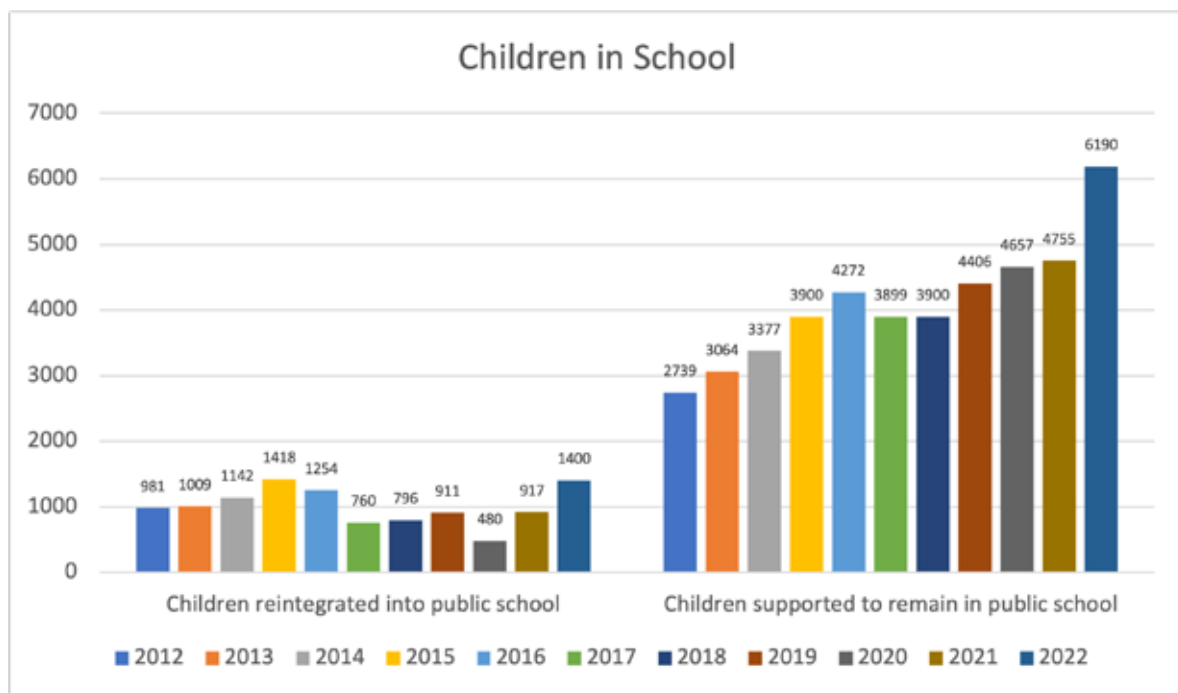
- Assessment Centers were developed and the system reinforced for improved early management of cases
- We continued to see a decrease in the number of children needing long-term housing (*Transitional Homes/TH*)
- As the students returned, we saw a small increase in the number of youth in Dormitories and Group Homes
- Family reintegration continued to be limited due to the low number of children in the TH and changes in the Government policy regarding orphanages in Cambodia



FUTURES EDUCATION

Post-Covid and with the reopening of schools, the strategy was to ensure that children returned to school and remained in school

	TOTAL 2021	TOTAL 2022	% vs. 2021
Children supported with remote education during shut down of schools (e.g. school work distribution, TV education, etc.)	4,225	4,317	+2%
Children in Friends schools	2,063	3,664	+78%
Children reintegrated to public school	917	1,400	+53%
Children supported to remain in public school	4,755	6,190	+30%



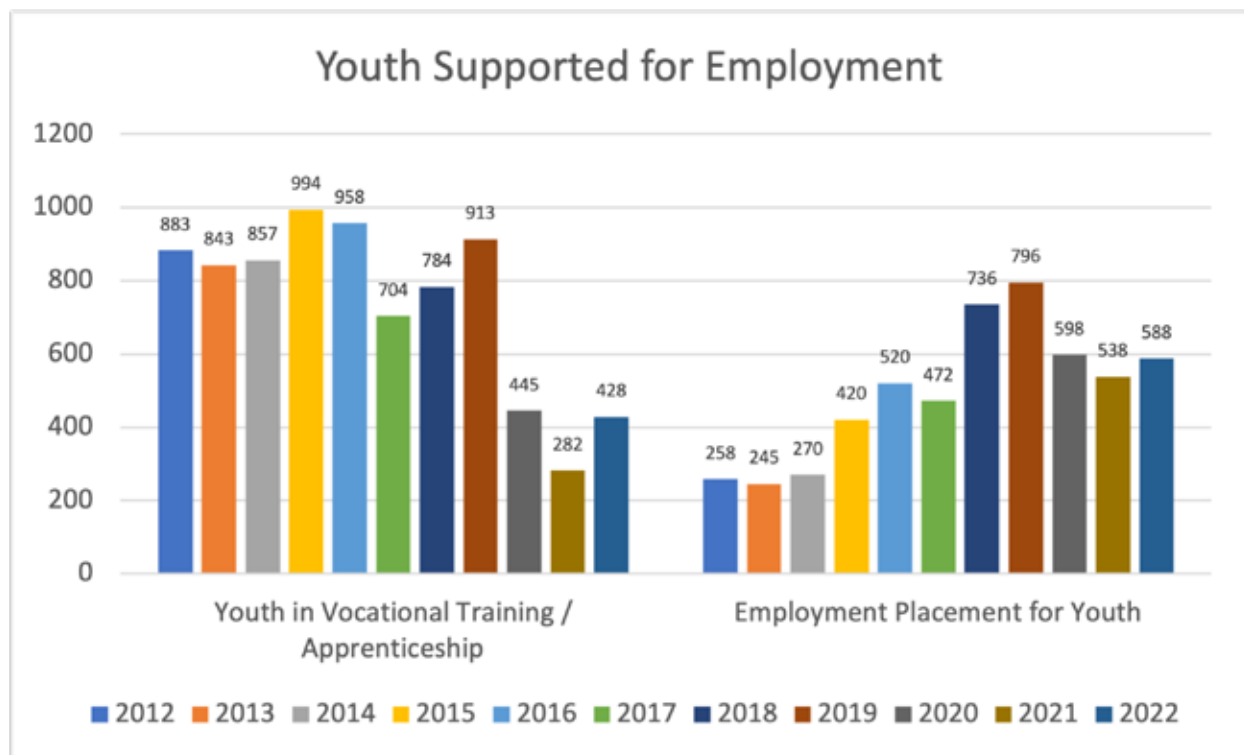
- Friends schools (remedial and support classes) reopened in all relevant Programs and we saw an increase in the number of students (+78%)
- At the same time the team maintained remote education support with homework sheets distributed to children in communities with the support of ChildSafe Agents
- A push was made in all Programs to ensure that children returned to/remained in public school with reintegration campaigns in all Programs and a 53% increase in the number of children registered and a 30% increase in the number of children supported to remain in school
- Toolboxes were refreshed / updated and translated for some Programs

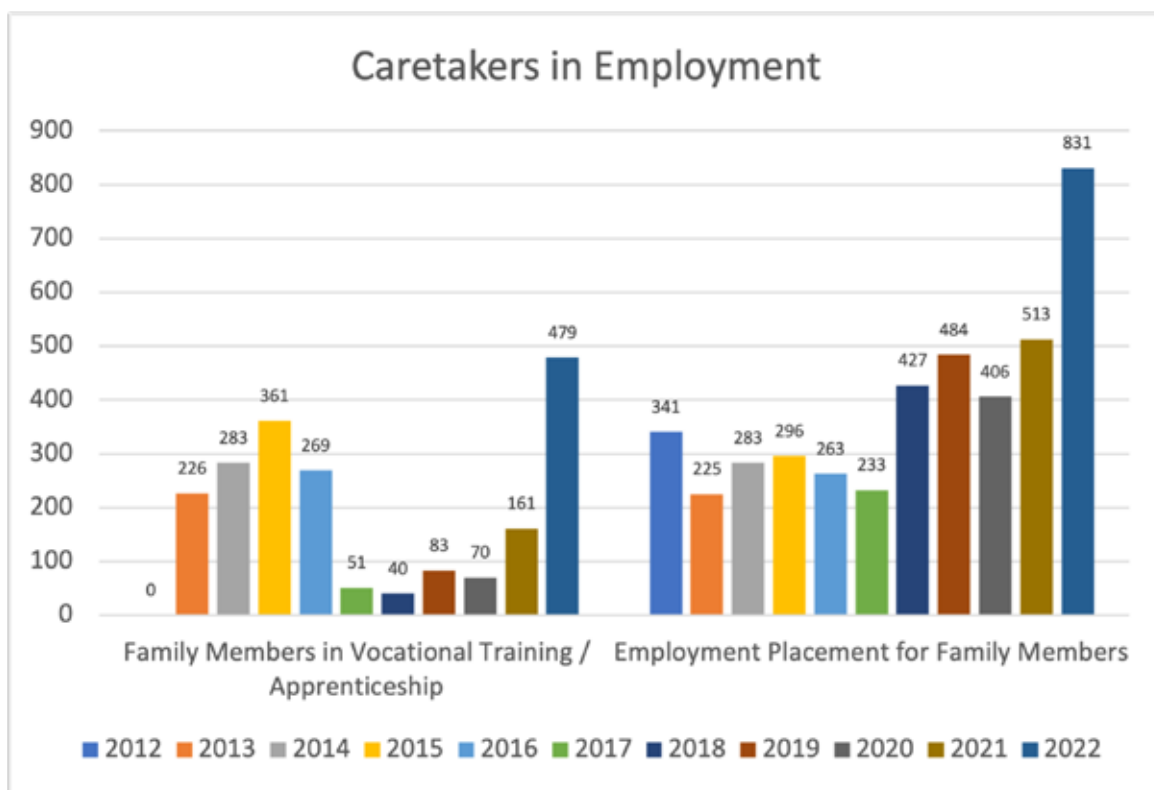


FUTURES EMPLOYMENT

Employment was a key strategic priority for Friends in order to rebuild families' autonomy after Covid

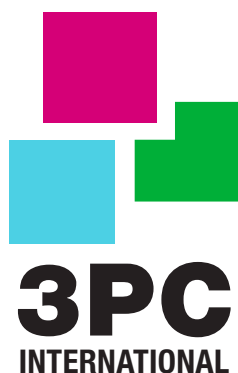
	TOTAL 2021	TOTAL 2022	% vs. 2021
Youth in vocational training / apprenticeship	282	428	+52%
Family members in vocational training / apprenticeship	161	479	+197%
Total beneficiaries in vocational training / apprenticeship	443	907	+105%
Youth receiving employment readiness training	1,499	1,913	+28%
Family members receiving employment readiness training	1,223	1,777	+45%
Total beneficiaries receiving employment readiness training	2,722	3,690	+36%
Youth placed in employment	538	588	+9%
Family members placed in employment	512	831	+62%
Total beneficiaries placed in employment	1,050	1,419	+35%





- **The Case Management system** was finalized with the addition of a psycho-social support component, and all teams were trained in the full system
- **Vocational Training** resumed in all Programs and expanded (new trainings, new methodologies such as online training and mobile training) – we saw a 105% increase in the number of students.
- **Vocational Training Businesses** resumed in Laos (restaurants in Vientiane and Luang Prabang, mechanics in Vientiane) but were on hold in Cambodia (due to new Government regulations) and in Myanmar (due to the political situation)
- Based on our assessment / Employment Market Reviews, **soft skills** is considered a key issue by employers. Material for soft skills training was therefore further developed and reinforced – there was a 36% increase in the number of students that received job preparedness training.
- **Links with the private sector** were rebuilt after Covid with Employment Market Reviews, links for apprenticeship and training and for employment.
- **Self-employment** with a focus on caretakers was expanded and teams shared lessons learned and business ideas to expand this option
- **Employment** increased again, with a 35% increase in job placements. The priority was on caretakers to rebuild the autonomy of families, and there was a 62% increase in the number of caretakers supported (50% self-employment)





PARTNERSHIP PROGRAM FOR THE PROTECTION OF CHILDREN (3PC)

The year was difficult as many organizations continued to recover from Covid and international travel was only slowly reopening. In addition, except for 3PC in Cambodia, the team could not be reinforced and this impacted our capacity to follow-up and reconnect with partners internationally (including for data collection).

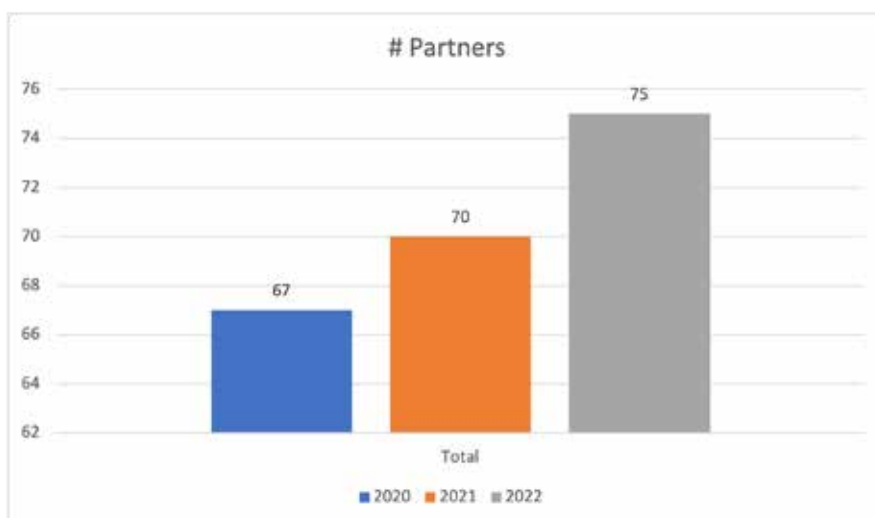
Restructuring and harmonizing of approaches with both regional and international partners in 2022 saw the renaming of the ChildSafe Alliance to become 3PC International. The approach to NGO partnership under 3PC International will focus on three core areas of:

- Capacity building and quality assurance of all **3PC Partners** through the development and roll out of the 7 Stars for NGOs system.
- International implementation of the **ChildSafe Agents** model.
- International implementation of the **Futures Employment** model.

Coordination

NUMBER OF PARTNERS: 75 PARTNERS IN 20 COUNTRIES

- **3PC Cambodia** continued to expand and reinforce with 36 Partners, 12 Specialist Groups and a reinforced collaboration with the Cambodian Government
- **3PC International** started the mapping and the assessments of 6 NGOs in Indonesia
- **3PC International** engaged with one new partner in Thailand (AAT, also potential in Vietnam and Laos where they operate).
- **3PC International** engaged with a new partner in South Africa, who plan to implement ChildSafe Agents in Durban, South Africa.



Common Projects

THE COLLABORATION BETWEEN ORGANIZATIONS TO BUILD COMMON PROJECTS CONTINUED TO INCREASE:

- **Specialist Groups:** 11 Specialist Groups were active (including: migration, ChildSafe Agents, child protection, drugs, etc.)
- **ChildSafe Agents:** 13 Partners now run ChildSafe Agents activities, with 2,406 active CS Agents, and 23,332 children protected by CS Agents. In addition, 12 Partners were running the ChildSafe Hotlines, with a total of 8,123 calls and 5,524 services provided
- **Migration:** this project now has 18 Implementing Partners from 5 countries.

HIGHLIGHT CAMBODIAN/THAI BORDER

Damnok Toek, Krousar Thmey and Friends-International's Thailand-based program (Peuan Peuan) have a common project to support migrant workers and returning/deported Cambodian migrants from Thailand to Cambodia. These three 3PC partners work together with government actors to protect and reintegrate unaccompanied migrant children who return to Cambodia from Thailand via the transit center in Poipet.

The 3PC team worked with **3,700 (1,857 females)** children in collaboration with the government to protect them and support their reintegration.

- **Futures Employment:** The Futures Employment project has now 18 Implementing Partners from 5 countries: Cambodia, Laos, Thailand, Indonesia, Myanmar.
- **Drugs:** 842 People Who Inject Drugs (PWIDs) were reached with harm reduction services and 484 PWIDs received HIV testing and now know their HIV status. 3PC partners conducted a survey among drug users to understand the reason behind low HIV testing (272 interviewed). Findings from this survey will guide our strategy for 2023

Capacity Building

- **PSEA training and support** for all 3PC partners started.
- All **3PC Cambodia partner organizations** have an updated Annual Support Plan
- 63% of **3PC Cambodia training requests** were fulfilled this year
- **Capacity building** in drugs work via: on site trainings and exchange visits across 3PC Cambodia.
- **Migration:** 12 meetings/consultations were organized: in total, 269 (115 females) participated (Cambodian and Thai Government officers and NGOs) and a Training of Trainers on Safe Migration was provided to 3PC partners and government staff in Thailand and Cambodia.

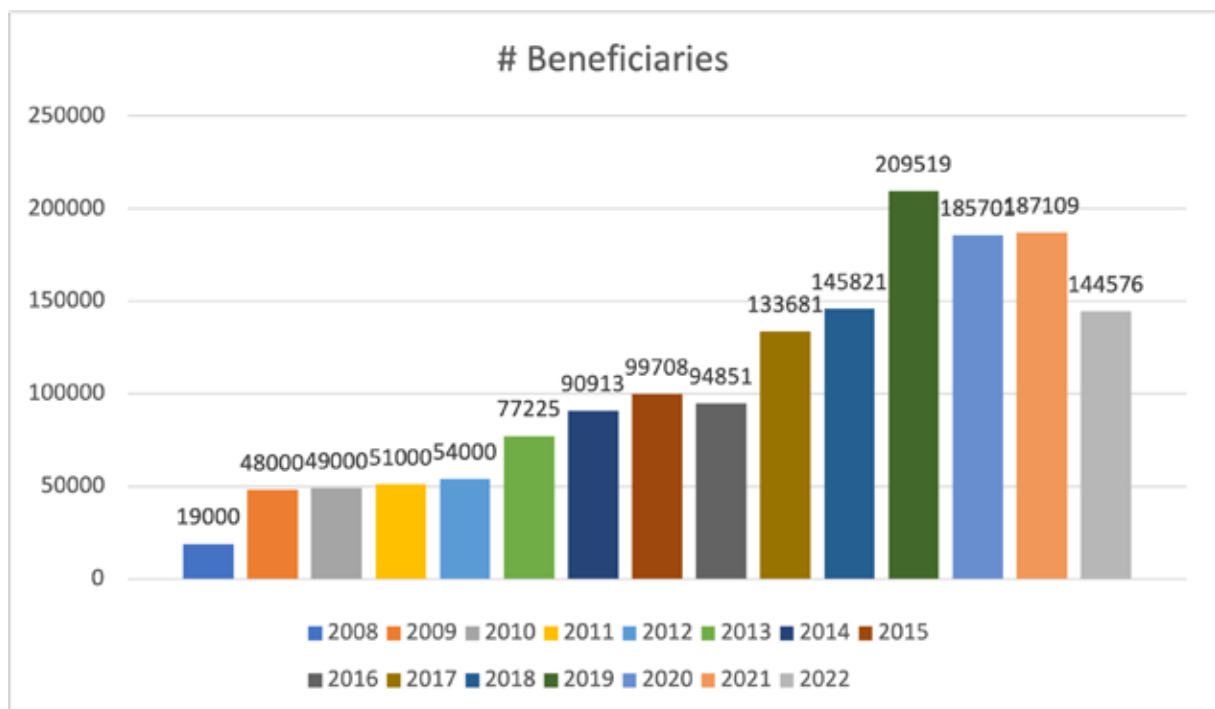


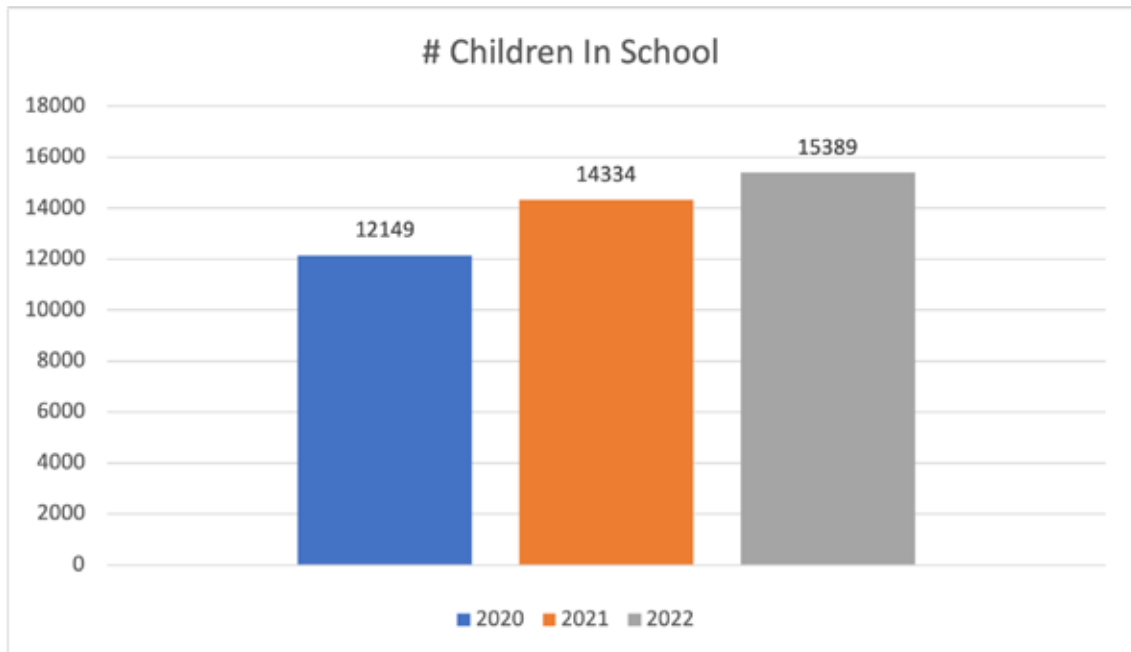
Advocacy/System Change

- Campaigns were expanded, including the development and roll out of joint campaigns related to preventing the unnecessary prevention of child-family separation and tourism-related child protection issue (for example: 'Keeping Families Together' and 'Children are not Tourist Attractions')
- 3PC Cambodia coordinated the Cambodian Nationwide Street People's Snapshot Survey: the survey was conducted and results published by MoSVY and used to inform ongoing policy and programming for homelessness.
- The National Guidebook on Working with the Homeless is a MoSVY guidelines developed collaboratively between MoSVY, Department of Social Welfare MoSVY, Social Workforce Capacity Building Technical Working Group & 3PC Cambodia.
- National Policy on Homelessness: 3PC Cambodia, the Child Welfare Department of MoSVY, the National Social Assistance Fund (NSAF) and Developing Partners conducted a nationwide consultation on homelessness, and are now finalizing a new National Policy on Homelessness.

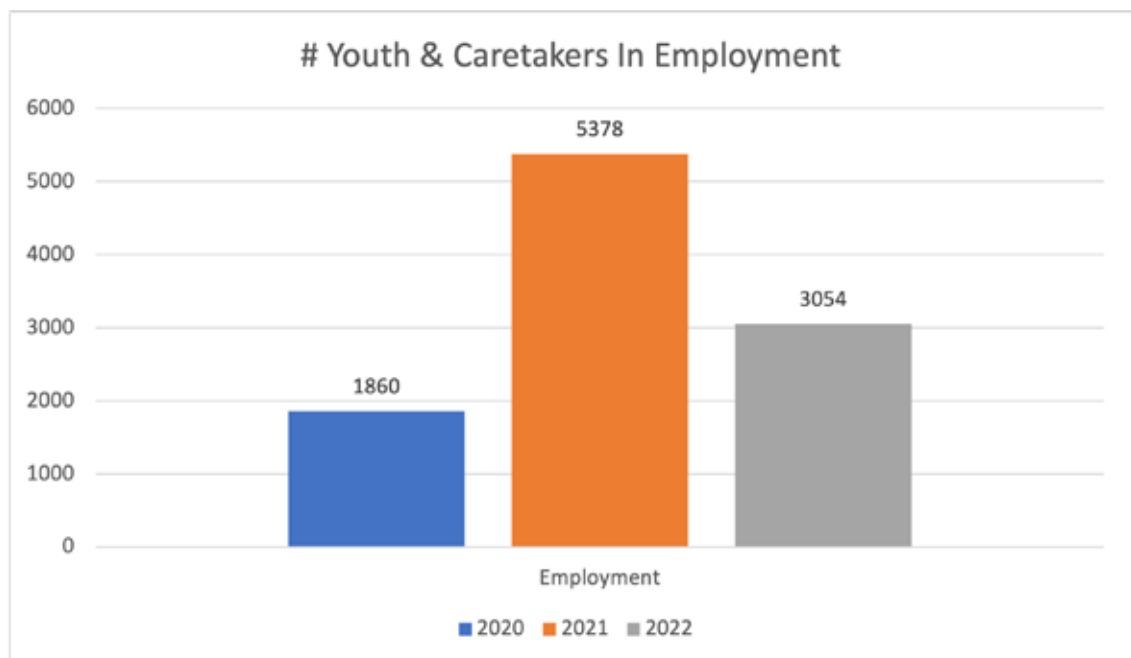
Impact

The number of recorded beneficiaries reduced (-23%) due to the difficulty of getting information from various partners during this period (the number is largely under-reported). Some partners are also facing financial difficulties as a result of Covid, forcing a reduction in their activities.





With the reopening of public schools and changes in Covid policies, alongside the overall policy among partners to ensure the return of children into public school, the number of children supported for education continued to grow among all partners (+7%). This increase is even more important compared to 2020 (+27%)



The number of job placements suffered as many of the caretakers were placed in their own businesses in 2021 and the employment market did not yet fully recover.





CASE STUDY

The Angkor Hospital for Children (AHC) is a long-standing 3PC Cambodia partner organization. They are based in Siem Reap province, Cambodia.

The Friends-International Kaliyan Mith Siem Reap (KMSR) program, also partners in 3PC Cambodia /International, have collaborated with AHC on many projects for children over the years, in particular on Family Reintegration projects. They also share good practice in general hygiene across rural primary schools. Through these projects and collaborations, the two organizations have grown to know each other well. They can see that their partnership can truly benefit children and families in Siem Reap.

AHC knew about the KMSR Vocational Training project. They were very interested in the possibility of some of their staff taking part. After discussions AHC referred five of their staff to attend the KMSR barber training online class. These started in September last year, along with direct classes under full COVID protection protocols where possible.

At the beginning of March, all the students successfully graduated! This great collaboration has had several excellent outcomes. AHC staff now have barber skills for life, which will save not only on their family hair cut fees but will mean that they can also cut hair for children at rural primary schools for free. It has also strengthened the already good collaboration between the two organizations – future plans include new KMSR barber students practicing their barbering skills with children who are attending the AHC and need haircuts!

**names have been changed throughout our case studies to comply with our child and beneficiary protection policies in ensuring the privacy of individuals*



មិថុលសំណួរ
mith samlanh

មជ្ឈមណ្ឌល និងកសាងអនាគត
ក្រោយ យុវជន គ្រួសារ និងសហគមន៍

mithsamlanh





CHILDSAFE MOVEMENT

2022 saw the tourism industry built itself up to respond to the slow return of tourism. At the same time, the team expanded (5 new recruitments) its capacity and reach to deal with other key actors, with a priority on schools.

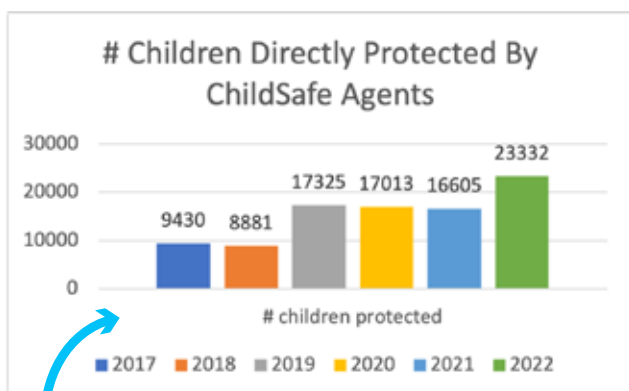
CAMPAIGNS/AWARENESS

- The Campaign reached 153,930 persons with online campaigns and in-person trainings
- The reach of the campaigns were still significantly affected by Covid and continued to decrease (-56%). There were three main factors at play:
 1. The changes that Facebook and now Instagram are constantly making to algorithms (*which have reduced reach across the board*)
 2. Our entire reach was organic: we did not pay to boost any posts during 2022.
 3. The international press that was instrumental in our reach pre-Covid (*articles in international press such as Le Monde, coverage by the BBC...*) were not yet reactivated.
- The campaigns were refreshed, reviewed and relaunched with the adaptation and creation of a range of resources both online and physical (*ads, videos, posters, brochures, presentations etc.*):
 - The tourist and volunteer campaigns were relaunched
 - The family and citizen campaigns were refreshed and relaunched (*using Pook Look – the campaign mascot - in visuals*)

TRAINING/CERTIFICATION

- During Covid all Partners were lost and we are now rebuilding – CSM had 28 active Partners in 2022 (20 Star Partners, 2 active historical partners in transition, 4 strategic & 2 CBT)
- **ChildSafe** business partners were severely affected by Covid (many are from the tourism industry) and the number of active partners simply reduced during Covid and only slowly started growing again this year as businesses restarted and our own capacity was reinforced.
- **The ChildSafe 7 Star System** was developed and launched for Travel & Tourism and for Private Schools: 22 Partners moved to this new 7 Stars system. The ChildSafe Awareness Training material and tools were reviewed and enriched, and an online learning platform pre-work was launched in 3 languages, including specific content for ToT.
- A new training model was developed for Community-Based Tourism and 2 CBT groups were trained as a pilot
- A total of 867 persons from business partners were trained





NB. These numbers exclude the actions taken by ChildSafe Agents during Covid.

SUPPORT SYSTEMS

- CSM has 9 Implementing Partners in 7 countries
- The number of ChildSafe Agents increased again (+19%) after the drop during Covid (*when many Agents left or could not be reached*).
- The new system of selection, specialization and support led to an increase activity of the Agents (*see below*)
- While the number of ChildSafe Agents only increased a little, the selection and new system of Specialized Agents as well as an increased follow-up and support of the Agents by the teams, resulted in an increase post-Covid of the actions taken by the ChildSafe Agents (23,332 actions +40%)

THE CHILDSAFE EXPERIENCES

The CSE review was completed, and existing offerings were enriched and/or new products researched and developed.

THE PILOTING OF PRODUCTS STARTED WITH A TOTAL 20 PAX, THESE INCLUDED:



Tuktuk Experience



Cocktail / Mocktail Experience



Craft Experience



Social Enterprise Experience



Volunteer Experience

**THE CHILDSAFE MOVEMENT
PROGRAMS RAISED**

\$7,412.17 USD

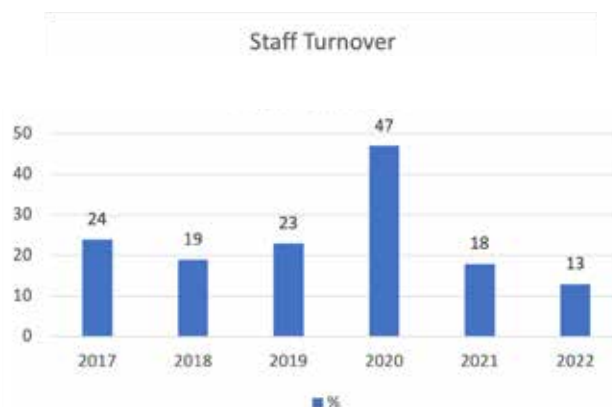


2022 proved to be another very challenging year in terms of our external communications, one in which the knock-on effect of the pandemic very much made itself felt. The total reach of our FI/CS channels across principal social media (FB/Insta/Twitter/YT/LinkedIn) during 2022 was 1,241,328

- This represents a decrease of 75% on the total reach logged in 2021, however this figure is misleading as in 2021 a paid and highly targeted campaign for 3PC over several months brought 3.6 million reach on their FB channel alone - the organic (unpaid) reach of 2022 in comparison to the actual unpaid organic reach of 2021 (1,379,837) demonstrates a real decrease of 10%.
- The combination of circumstances that led to this were the drive of Meta (Facebook/Instagram) to push subscribers to a paid ads model – they have adapted algorithms to pursue an aggressively monetized approach (*if you want posts to reach/engage people, including your followers, now you have to pay for it – posts are also often significantly delayed in appearing in followers feeds*)
- We also saw the true impact of the pandemic, as we deactivated 9 of our social business channels, which had been amongst the most active and engaged of our Facebook/social media channels.
- We had no major external media coverage of our work in 2022, which normally would increase reach figures considerably.



Country	Program	# Staff 2022	# Staff 2021	# Staff left 2022	# Staff left 2021	# Staff recruited 2022	# New positions 2022	# Replace Ments 2022	Total # female 2022	# female Leadership 2022
HQ	HQ	61	56	10	15	15	7	8	33 (53%)	7 (40%)
Cambodia	Kaliyan Mith	74	64	10	8	20	9	11	42 (56%)	10 (65%)
	Mith Samlanh	136	131	21	27	26	1	25	58 (42%)	9 (35%)
Thailand	Bangkok	17	10	4	7	12	5	7	17 (77%)	6 (85%)
	Aran	5	4							
Laos	Vientiane + Luang Prabang	49	46	1	1	4	1	3	27 (53%)	7 (58%)
Indonesia	Temam Baik	15	11	0	1	4	2	2	7 (46%)	1 (25%)
Myanmar	TNCM	7	4	1	0	4	3	1	3 (43%)	3 (100%)
Switzerland	FIS	1	1	0	0	0	0	0	1 (100%)	1 (100%)
Friends Alliance	TOTAL	365	327	47	59	85	28	57	195 (53%)	44 (52%)



- The turnover of staff reduced overall to 13%
- Friends remains balanced in terms of gender with 53% women in the teams and 51% in roles of leadership
- The Human Resources Information system is being implemented
- The tools and systems were further improved (*Job Descriptions, protocols, pension fund*)
- Special attention was paid to the wellbeing of teams as many still showed tiredness from the Covid period and were facing stress from the overall inflation. Specific support was provided to various staff to be able to navigate the year (*including stress management training*)
- Some key positions (*for example Partnerships or MEL*) could not be replaced on time and created an issue for the organization
- Work was carried out with the Country Program Directors and International Coordinators to reorganize teams to better respond to the changes in work and to the gaps in personnel



KALIYAN MITH

SIEM REAP, CAMBODIA

This year the team was busy addressing the post-Covid situation and while the emergency needs continued to reduce, the need for education and employment became even more important.

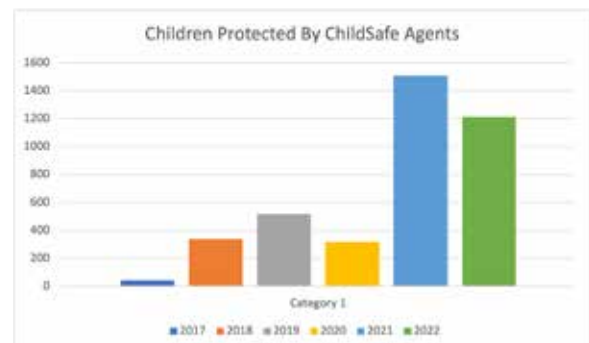
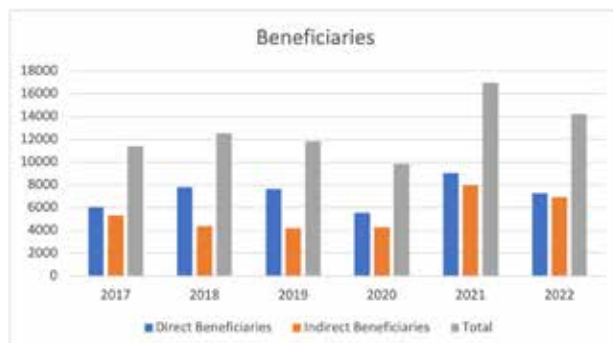
Overall, Kaliyan Mith saw a reduction in their total reach (-16%) and this is true for both children (-19%) and for caretakers (-13%) – this is due to the slow reduction of emergency services and the return to rebuilding the beneficiaries' autonomy which requires more time per person

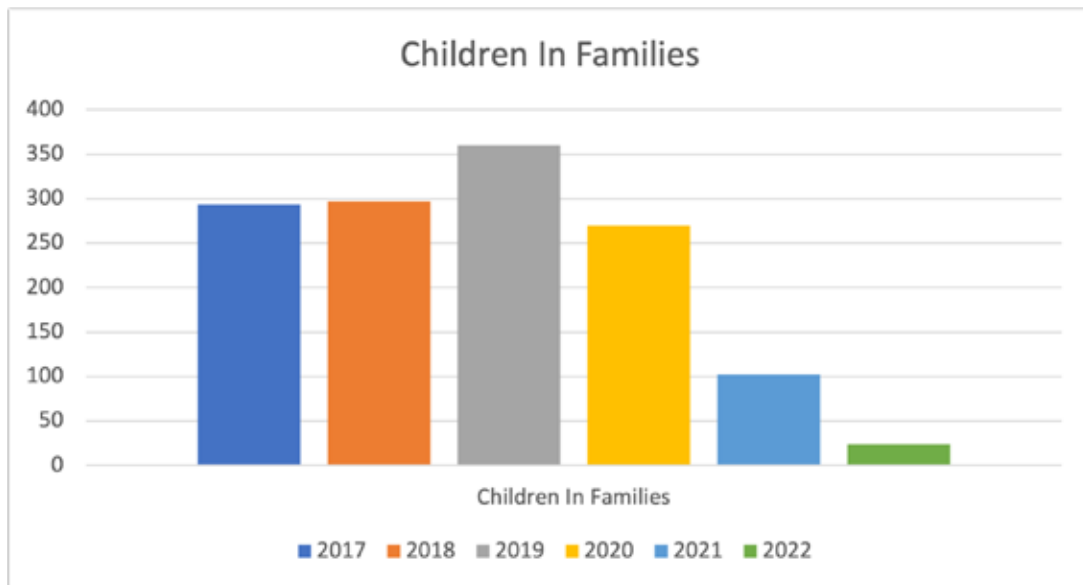




SAVING LIVES

- Regular **mapping** carried out to understand changes in needs of the population / movements (key issues: debt and unemployment)
- Continued **emergency support** but reducing progressively
 - 4,957 children and 2,922 caregivers trained on COVID-19 prevention
 - 1,533 families received emergency support
 - 10,871 health related services provided
- **Child Protection** reinforced:
 - The ChildSafe Agents continued to be a key element of child protection (231 active Agents - 91 new Agents). Their contribution continued to be essential for all Covid support work (including emergency support) as well as support for school reintegration:
 - 853 actions taken (+270%/2021 and 3.69 action per CSA/yr)
 - 1,212 (745F) children and youth directly protected by CSA
 - Support to campaigns and material distribution to 8,595 beneficiaries (+700%/2021)
 - 2,202 calls were received by the Hotline/CoolLines (staff numbers)
 - 329 Tier 1 (high risk) cases were investigated (135 new + 194 on-going)
- **Preparation to respond** to the post-Covid situation:
 - Migration: new Safe Migration material was distributed
 - DIC reopened
 - Drugs training was provided to teams and a field visit to Mith Samlanh was organized to learn from their experience





BUILDING FUTURES

FAMILY+

The on-going reduction in the number of children reintegrated into families is due to the reduction of closures of Residential Care Institutions by the Government and their increased direct work in family reintegration of these children:

- **Emergency Shelter system** established (for better “triage” of cases): 17 children
- **Transitional Home** continues to reduce number of children: 11 children
- **Group Homes** for youth restarted with the return of students: 21 youth
- **Transitional Family Based Care** remains the priority placement: 13 children
- **Family Reintegration** reduced with the reduction of the work with RCIs: 12 reintegrated and 196 support to remain in their families
- **Long Term Foster Care** remains limited: 14 children
- **Independent Living** for youth restarted with the return of students: 7 youth
- **Specialized Foster Care** for children with disability remains limited and difficult/expensive to operate: 3 children

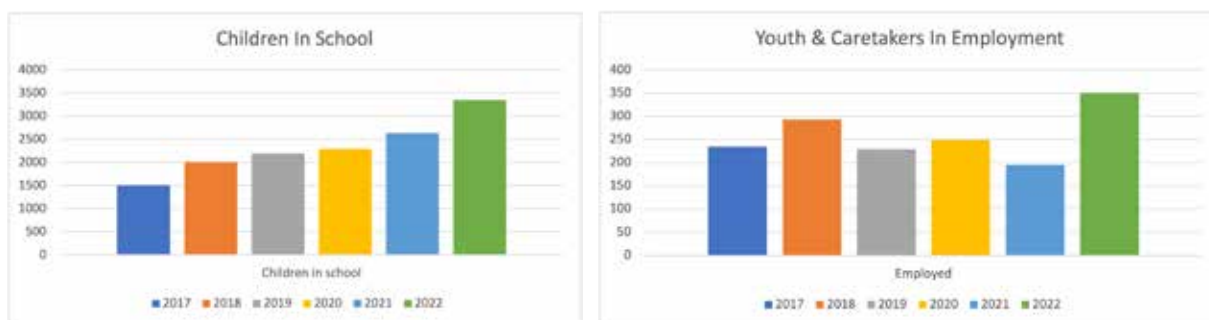
EDUCATION:

2022 saw the start of public school and progressively the Covid limitations were lifted

THE EFFORT IN ENSURING THAT CHILDREN RETURN TO SCHOOL IS APPARENT WITH A 27% INCREASE:

- **Remote education** continued reaching 741 children
- **Remedial classes** resumes and 2 new classes were opened to respond to the needs with 27 children
- **School reintegration** took place in January for 167 children. The team prepared reintegration for January 2023 with a School Reintegration Campaign reaching 2,680 people
- **Support classes** were reopened and 2 new classes opened for 813 children
- **All families** have been assessed (1,473) with a need for employment (699 cases) and Case Management was initiated and in 2022 83 parents were placed in employment.





EMPLOYMENT:

Employment remained a priority for the period

The strong increase in employment (+79%) is due to the slow reopening of the country, the increase in job opportunities and the continuation of the effort in placing caretakers to ensure the autonomy of families:

- **The Futures System** was fully implemented and all staff trained
- **Online collaboration** and in person exchange visits within Cambodia and internationally were restarted
- **Vocational Training:**
 - Curricula and training were upgraded for the return of in-person students and for the reopening of the Training Businesses
 - Training continued online and in-person training was increased (191 persons +60%)
 - New types of trainings were tested successfully: micro-training, apprenticeship
 - Vocational Training Businesses were not yet reopened (not enough customers, waiting for new license)
- **Soft Skills:** training continued online and resumed in person for the students in Vocational Training: 668 persons received training
- **Job Placement:**
 - 2 Job Market Reviews were carried out to analyze the changes in the market
 - 170 persons were placed in employment with a 98% satisfaction
 - 178 persons were supported to start their own business with a 95% satisfaction – in line with our strategy, 98% were caretakers to allow for families to rebuild their autonomy post-Covid

CHILDSAFE MOVEMENT (CSM)

The CSM restarted with the progressive reopening of tourism in Siem Reap


- The new **7 Star System** was presented to teams and partners
- **Mapping** was carried out among 40 companies, identifying 11 Partners (tourism, CBT and schools) for the year and 8 were on-boarded.
- 16 **trainings** were carried out for 1,215 persons.
- 1,956 **ChildSafe Campaign materials** were distributed.

CHILDSAFE ALLIANCE/3PC

The work continued to develop links with local Government:

- **Trainings** were carried out in all Districts:
 - VAC: 80 persons
 - New forms: 80 persons
 - Sexual Exploitation: 82 persons
 - KMSR joined all the coordination meetings, including 11 3PC Specialist Groups





CASE STUDY



Program Director Maneth was out with his Saving Lives team one day in January, when they came across a family with two children who had just arrived from Banteay Meanchey Province. They were sleeping on the streets, scavenging for things to sell. Our social workers spoke with them about the risks of staying on the street, especially for the children. After hearing this advice, the family decided it was best to return home for now. They could come again later with a better plan and the resources to see it through. Our team provided them with food and hygiene materials for their trip home.

In August '22 the team swung into rapid response mode having identified over 100 families in need of emergency support following severe flash flooding in Siem Reap city and surrounding area. Our teams also coordinated closely with local authorities to address the emerging situation, ensuring the safety and wellbeing of the families and children.



**names have been changed throughout our case studies to comply with our child and beneficiary protection policies in ensuring the privacy of individuals*

This year was a transition year: we moved from emergency response, which rapidly reduced, to rebuilding the autonomy of people and communities.

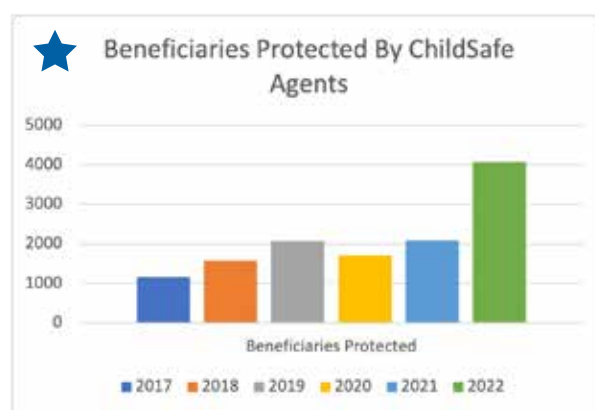
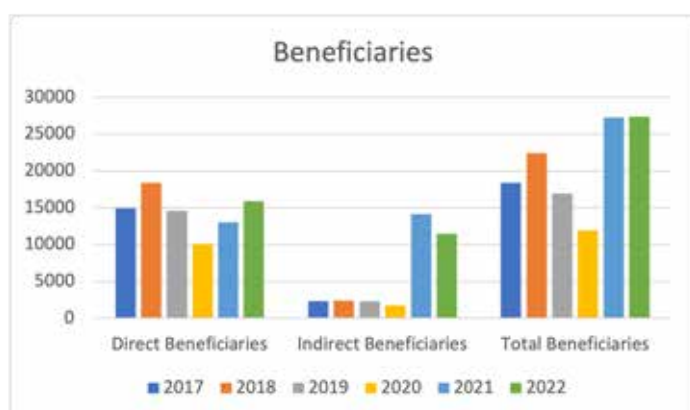
The overall reach remained stable with an increase of Direct Beneficiaries, especially children and youth (+25%), but a reduction in indirect beneficiaries (-19%)

SAVING LIVES

- **Regular mapping** was carried out to understand changes in needs of the population / movements (key issues: debt and unemployment) and the new tools were adapted and implemented
- **Emergency support** continued, but was rapidly reduced during the year:
 - 15,893 people trained on COVID-19 prevention
 - 2,024 families received emergency support (-52%)
 - 111,293 health related services provided (-63%)
- **Child Protection** was reinforced:
 - 940 calls to Hotlines/CoolLines (staff numbers)
 - 50 Tier 1 (high risk) cases (36 new + 14 on-going)
- **Preparation** to respond to the post-Covid situation was developed:
 - Migration: new Safe Migration material was distributed
 - DIC/Community Centers reopened in all zones
 - The work with drug users (including community-based detox) and sex workers was expanded
- **ChildSafe Agents:** ★

ChildSafe Agents continued to be a key element of child protection with a 96% increase in numbers of children directly protected by ChildSafe Agents:

- The **ChildSafe Agents network** continued to be very busy with 694 active Agents
- **Specialized Agents** continued to be identified and trained
- **Agents** continued to be key in **providing support** for emergency with food delivery and identification of families in need



BUILDING FUTURES

FAMILY+

The on-going reduction in the number of children reintegrated into families is due to the reduced number of closures of Residential Care Institutions by the Government and their increased direct work in family reintegration for these children:

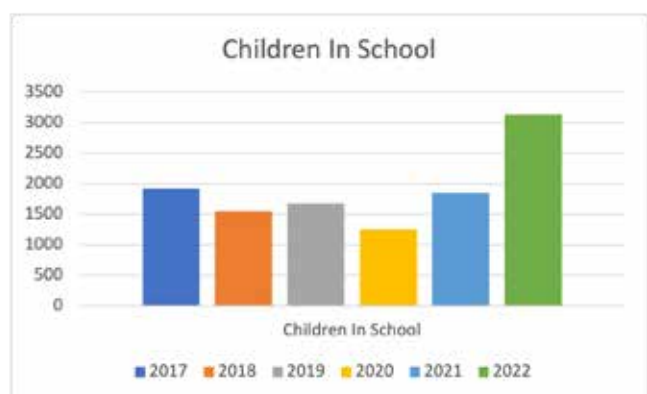
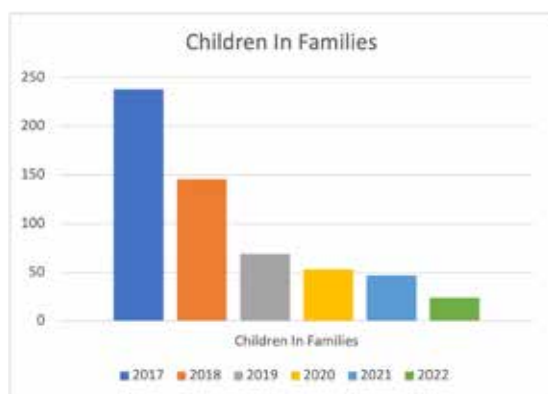
- Emergency Shelter system established (for better “triage” of cases): 52(F=21) children (48 children / 5 young caretakers) in the Transitional Home and in Chbar Ampov
- The number of children in the Transitional Home remained stable: 12 children
- Group Homes for youth restarted with the return of students: 14 youth (+114%)
- Transitional Family Based Care remains a key project but the number is stable: 14 children
- Family Reintegration reduced with the reduction of the work with RCIs: 23 reintegrated and 196 supported to remain in their families
- Long Term Foster Care remains limited: 37 children (12 females)
- Independent Living for youth restarted with the return of students: 9 youth (+50%)
- Specialized Foster Care for children with disability remains limited and difficult/expensive to operate: 5 children (stable)

EDUCATION

2022 saw the start of public school and the progressive lifting of Covid limitations

For education there was a clear push for both the reopening of the schools (+136%) and ensuring the school (re)integration of children (+45%)

- Remote education continued, reaching 1,741 children (+10%)
- Remedial classes resumed with a total of 8 new classes (2 new classes) were opened to respond to the needs with 243 (F:115) children
- School reintegration took place for 508 children (+45%). The team prepared the reintegration for January 2023 with their School Reintegration Campaign reaching 5,543 people
- Support classes were reopened (with 6 new classes opened) for 754 (F:396) children
- All families have been assessed (538) with a need for employment (229 cases). Case Management was initiated and 208 parents were placed in employment.

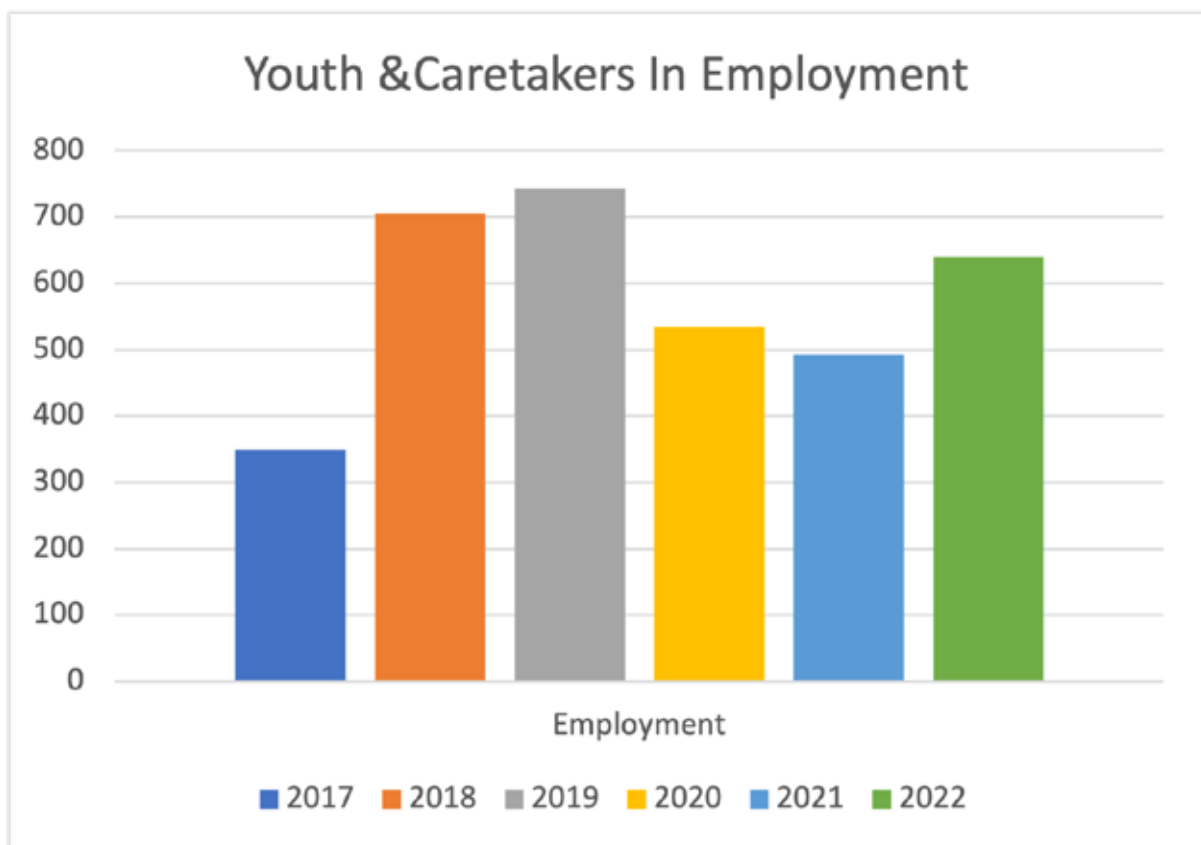


EMPLOYMENT

In-person vocational training, including soft-skills training, could resume with a slow return to employment

If the job placement of youth remained stable, the push for the employment of caretakers as a strategy for the post-Covid recovery was successful (+52%):

- Students in vocational training increased by 51% for youth and 71% for caretakers (which is in line with our strategy aiming at rebuilding the families' autonomy)
- Farming training expanded with 40 students and training in prison started
- 642 young people and 479(F=321) caretakers received Soft skills training (including in the Vocational Training Center, students from Government – LEAP, NGO partners, in prison and online)
- Collaboration with businesses expanded with 315 business Partners
- 640 youth and caretakers were placed in employment (+30%) and 85% are satisfied with their placement.





CASE STUDY



Nary* was married to an abusive husband who was violent towards her and their six young children. He provided no financial support to his family, and the burden of earning money fell entirely on Nary. Deciding to move from the provinces to Cambodia's capital Phnom Penh, she was unable to find decent work and ended up selling bird seed to tourists by the city's Royal Palace. However, the heavy financial and emotional strain became too much, and unable to afford their rent, the family found themselves living on the streets.

The Mith Samlanh (MS) team first met with Nary while conducting their regular outreach visits around the Royal Palace, where many street-living children and families live. The team offered support to help get them off the streets. Nary received emergency financial support and was happy to be trained in setting up her own small business selling food from a mobile cart, allowing her to sell meals in the morning to construction site workers, and drinks in the evening to tourists and locals around the Royal Palace.

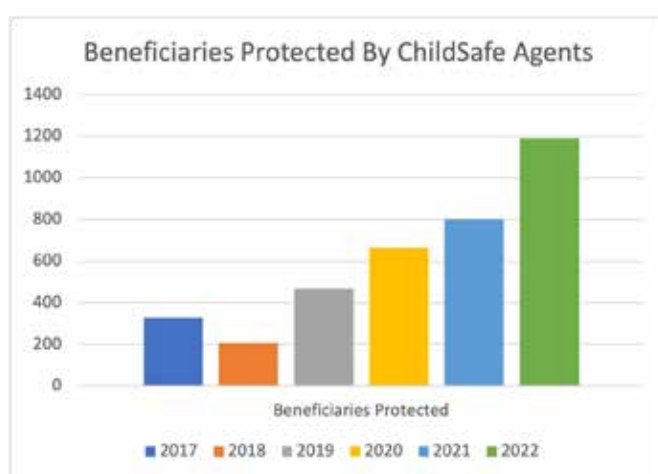
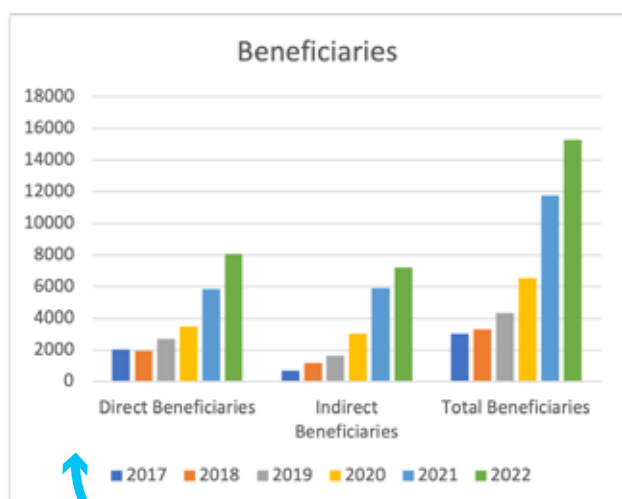
With this income she can pay her rent and she and her children are safe from life on the street. She also divorced her husband and the family are no longer at risk of violence. The MS team have also helped Nary's children to return to school. Her youngest child (4), is supported through the MS day care program. And, Nary's oldest son, now 16, is supported under MS Futures Employment program and is learning how to become a barber. Once he's completed his training, MS will support him to find employment or to start his own small business.

**names have been changed throughout our case studies to comply with our child and beneficiary protection policies in ensuring the privacy of individuals*

The year was marked by both the rapid increase of activities post-Covid and increasing difficulty for beneficiaries and teams due to rapid inflation.

SAVING LIVES

- **Post-Covid**, the team reassessed all the areas of work and families
- With over 200 **ChildSafe Agents**, emergency support to families continued (6,634 persons) as the impact of inflation hurt many. In addition, there was a 48% increase in the number of children protected by the Agents
- As **migration** restarted, both domestically and internationally, the team worked to identify children left behind (49 cases) and started Case Management
- **Community events** to provide families information on Violence Against Children resumed
- **Activities started** in Luang Prabang



The team rapidly expanded its reach (+30% total beneficiaries) due to post-Covid increase of activity and the expansion of services to new areas, especially in Luang Prabang where the social team was set up and social services were launched.

BUILDING FUTURES

FAMILY+ ★

EDUCATION

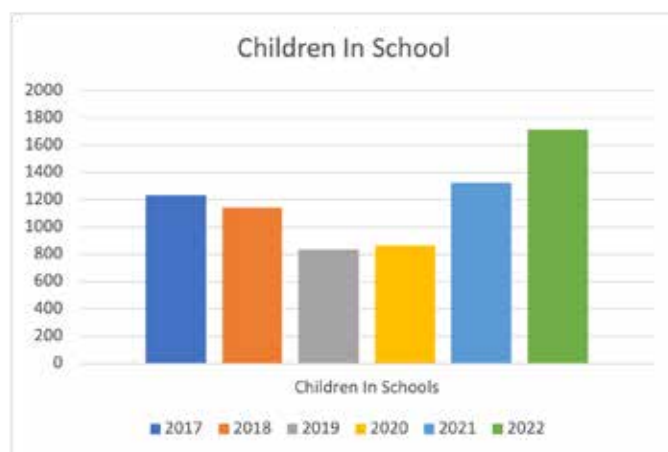
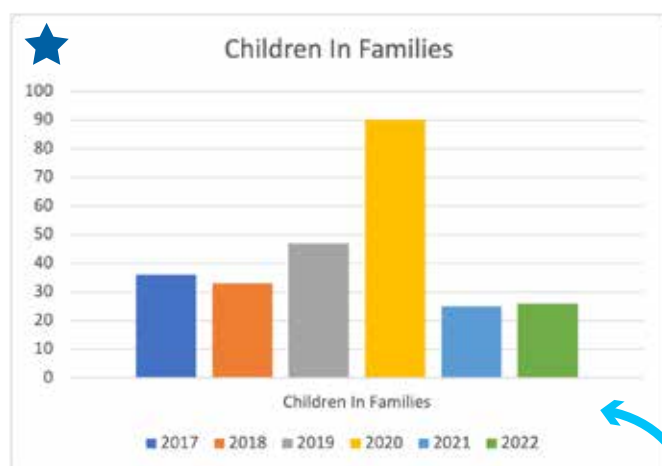
School reintegration continued (+64%) and teams provided support children to remain in school including through the Mobile School (+81%)

EMPLOYMENT

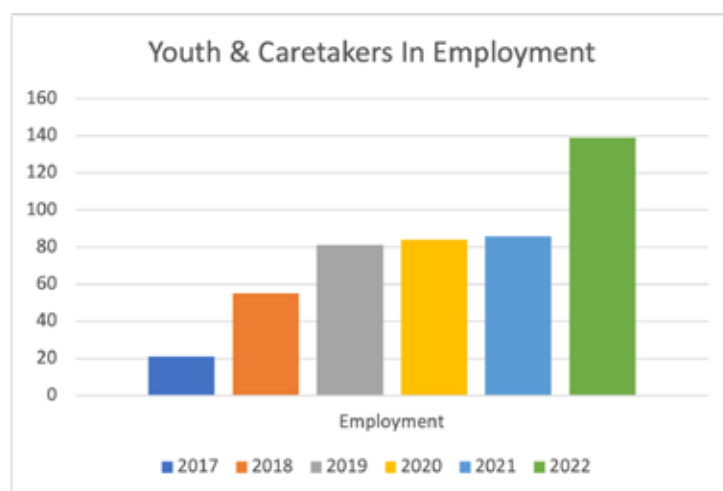
- **Vocational Training** restarted including the new Mobile Training project
- **The number of students** increased again significantly: +49% for youth and +1938% for caretakers, showing the effort put in supporting families to rebuild their autonomy).
- **Employment** also increased by 62%

CHILDSAFE MOVEMENT

Activities restarted slowly and the team reconnected with our ChildSafe partners



After the rapid increase of reintegration due to Covid, the numbers stabilized





CASE STUDY



Anousone* has worked hard all his life. His parents are now elderly, talented crafts-people who made their living creating big spoons for decorative purposes, however as they grew older Anousone had to stop going to school to help them out. He eventually found a job as a banana picker which brought in a small daily wage.

Thinking about how he could get a more sustainable income, he realized people in his village did not have anywhere to go when their vehicles broke down. When the Peuan Mit team arrived at his village to run mobile training courses for those who would like to learn some skills, he joined the mechanics training.

He also became one of the student interpreters, helping his peers to better understand the course, because his language skills were very good. He studied equally hard, and graduated from the course after four months. He then put his skills into practice by joining a mechanic shop to start earning money.

After some time, he finally saved up enough to pitch in for setting up a micro enterprise – a mechanic shop based in his village. Futures Laos program and Peuan Mit contributed advice and practical support towards making his dream come true and the village officials provided the land for his shop.

In September this year, Anounsone's new business opened. It is now open seven days a week. With the support of Peuan Mit, he is able to build a better future for both himself and his family, and provide a much-needed service to his community. Job well done Anousone!

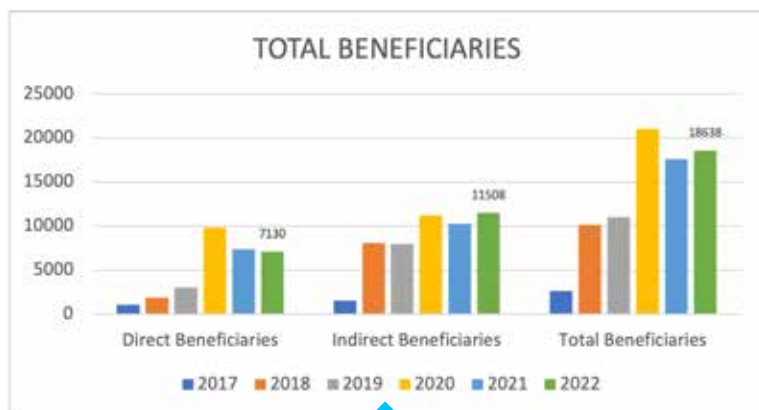
*names have been changed throughout our case studies to comply with our child and beneficiary protection policies in ensuring the privacy of individuals



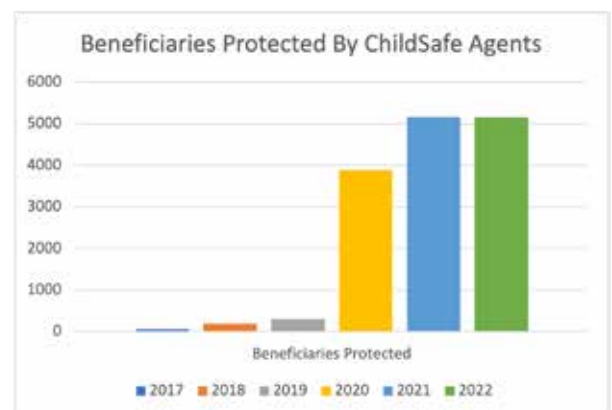
PEUAN PEUAN

BANGKOK & PATTAYA & CHIANG MAI & ARAN/POIPET, THAILAND

The post-Covid year still saw difficulties facing the work - for example borders were still closed for a while - but as the year progressed, activities resumed and accelerated.



The year saw a small increase in the overall number of beneficiaries (+5%)



The number of ChildSafe Agents continued to increase and they maintained their strong support to our work

SAVING LIVES

- Mapping was carried out and new areas were identified. Pattaya rapidly increased its activities
- ChildSafe Agents:
 - The issue of pregnant youth remained an important part of our work across Thailand, but with a reduction of activities based in Chiang Mai
 - The work with migrants (mostly from Cambodia and a little from Myanmar) resumed as people returned after Covid: support for registration of children, access to education and health care remained the priorities
 - The work with children left behind was also reinforced with increased identification in Bangkok and referral to Cambodia and support to the children and caretakers (usually grand-parents) in Aran/Poipet



BUILDING FUTURES

The need for family reintegration and lodging was never high in Thailand and continued to decrease this year

EDUCATION

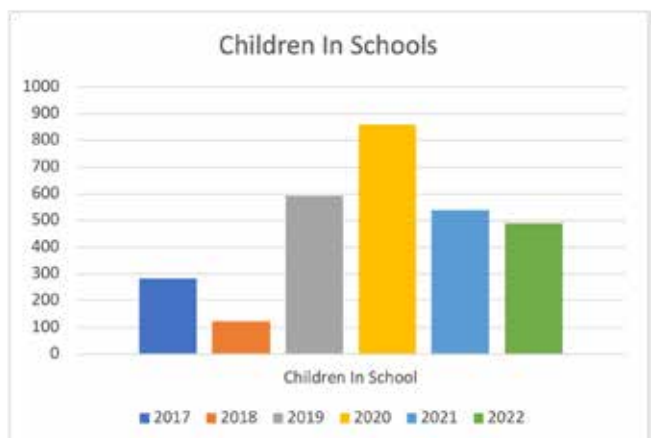
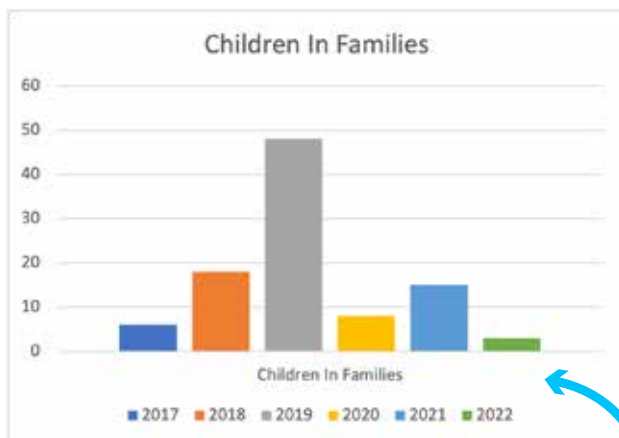
- The **registration and support** to children for education reduced slightly (-10%) as the families are increasingly better able to do it by themselves

EMPLOYMENT

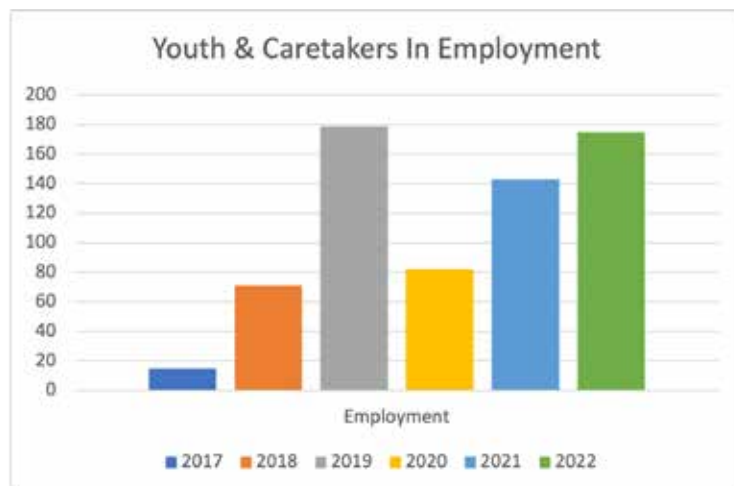
- **Employment** increased as the economy reopened (+22%) and the efforts of the teams to support families to rebuild their autonomy and the start of activities in Pattaya
- The **trend of young people** looking for short term placement (vs. long term employment) continued

CHILDSAFE MOVEMENT

- **The team** reconnected with various partners to assess whether they were still operational
- **The team** continued to work with the tourism industry online and initiated the implementation of the new 7 Stars system



The need for family reintegration and lodging was never high in Thailand and continued to decrease this year





CASE STUDY

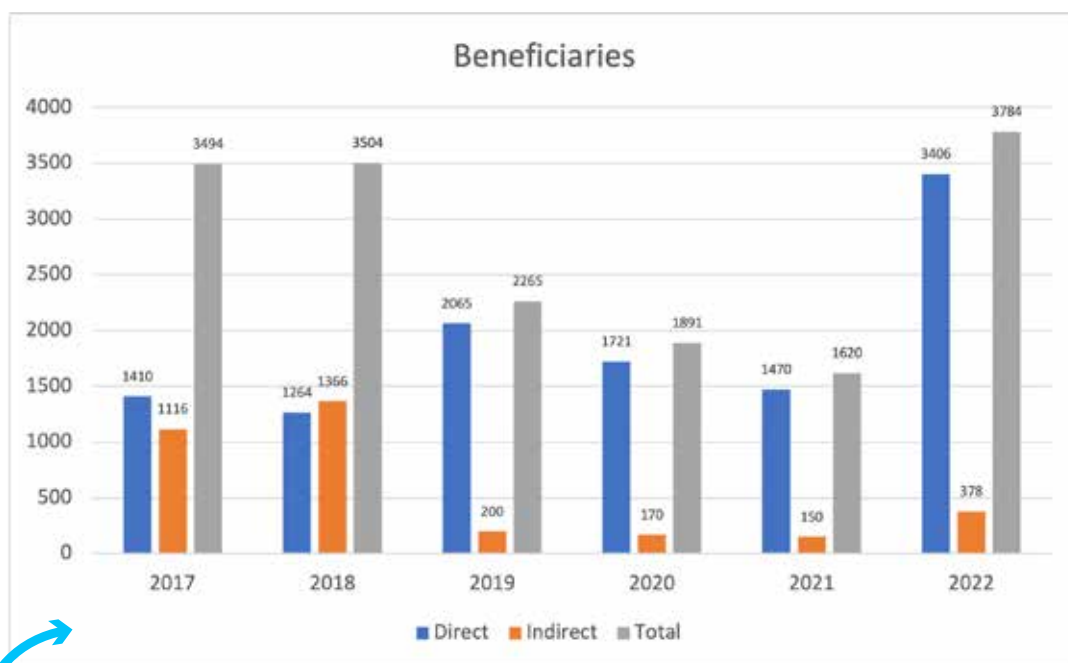
Talad Thai migrant community, Bangkok, October – When she was just three days old, Chai's* mother left her with a neighbor and never came back. Facing what she felt were many insurmountable hardships in her life, her mother felt she had no option but to entrust her baby to her neighbor, Ming*, to take care of her and raise her.

Ming is an illegal immigrant, with no connections in her home country of Cambodia anymore. Ming really wants Chai, who is now three, to have a better life. However, she does not have a birth certificate for Chai, which is vital to get herself registered in the government system so that she can access the services which are available to her and to get her started with school. Ming heard from her neighbors that Peuan Peuan could help, so on one of their regular visits to the area, Ming approached one of their social workers to tell them about Chai and the life they have together. The social worker knew that as Ming was not her birth mother, she could not be given Chai's birth certificate. They also discovered that not only was Ming an undocumented migrant, she was deep in debt.

Peuan Peuan are now collaborating with authorities in what is an ongoing case with many administrative hurdles to overcome, however they are confident they will get Chai a birth certificate, and get her registered. Meanwhile the team are providing Ming with whatever emergency support she still needs to sustain her life, get out of debt and help her take better care of Chai. The outcome will be greater stability and a better future for both Ming and Chai.

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Over the year, activities began resuming with increasing rapidity: outreach activities expanded alongside Futures activities as the employment market slowly recovered. However, huge inflation in the first part of the year put a great deal of pressure onto beneficiaries.



N.B. This table was corrected with the addition of CS Alliance Partners (previously added in Indirect, now taken out)

With the resumption of activities after the Covid restrictions eased, the number of beneficiaries increased by 85% for children/youth and 51% for caretakers.

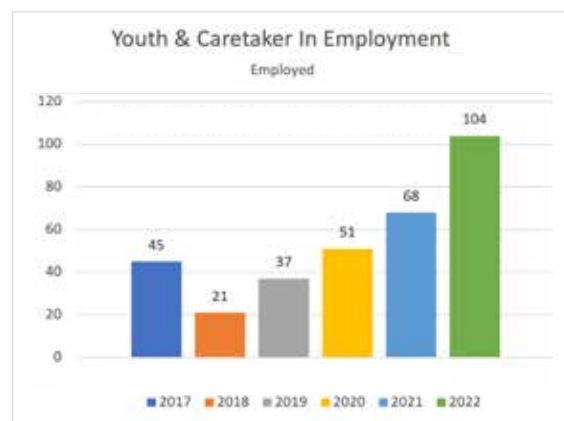
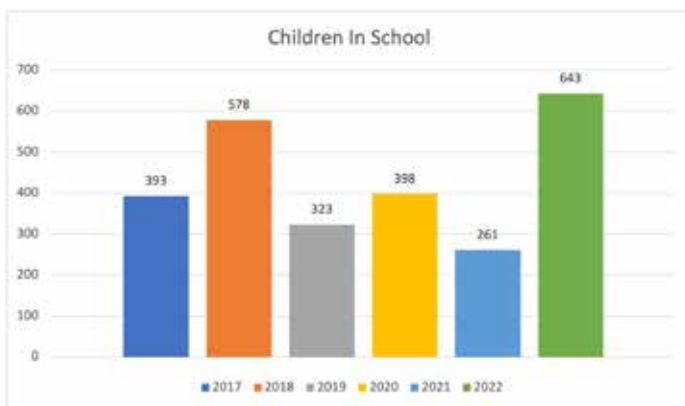
SAVING LIVES

- Outreach resumed in all areas of Jakarta.
- This allowed for a remapping to take place to identify new areas.
- The number of ChildSafe Agents increased (177) and therefore the impact of this was clearly felt (+174%).
- As Covid related emergency support was reduced, it was replaced by economic emergencies with families feeling the impact on their income: therefore access to employment was a key part of our work.

BUILDING FUTURES

EDUCATION

- We saw a reduction in **school reintegration** (-78%) as the needs were reduced this year but the support to children to remain in school grew (+151%).
- **School support** was reinforced with more classes in communities to ensure that children remain in school in the post-Covid recovery phase.



EMPLOYMENT

Employment was a key need for families and young people.

- **Our soft skills** training was carried out in person and online (reaching all the way to Kuala Lumpur in Malaysia).
- Access to **vocational training / apprenticeship** was reinforced with stronger links to our business partners.
- This allowed a significant increase in **job placement** (+53%) with a 25% increase in placement of young people and a 144% increase in placement of caretakers, which was the priority for the post-Covid recovery phase.

3PC (CHILDSAFE ALLIANCE)

The work of training UNICEF's partners on PSEA continued with 75 partners (352 pax from Management + 645 pax for orientation + 85 UNICEF staff) trained from Aceh to Papua.





CASE STUDY



In her clown costume, carrying her 8-month old baby in her arms, Sumirah* was begging commuters on the busy streets of Jakarta for change to help her support her small family. The clown beggar costume hid that she was pregnant again, having to work on the streets to provide for her child, as her second husband was in jail on drug charges.

Early in the month, coming back from the local market, her waters broke. She went home where one of her neighbors, who is a ChildSafe agent, checked in on her and realized her situation. Along with another neighbor they rapidly took Sumirah to the nearest midwife. Sumirah's baby was entrusted to the neighbor's family while she was away.

Although Sumirah was losing a lot of blood, in pain and very weak, her fetus was still alive thanks to the prompt action by her neighbor. The ChildSafe Agent then called a Teman Baik social worker to accompany her throughout her labor and delivery. Thankfully the baby was born healthy and safe.

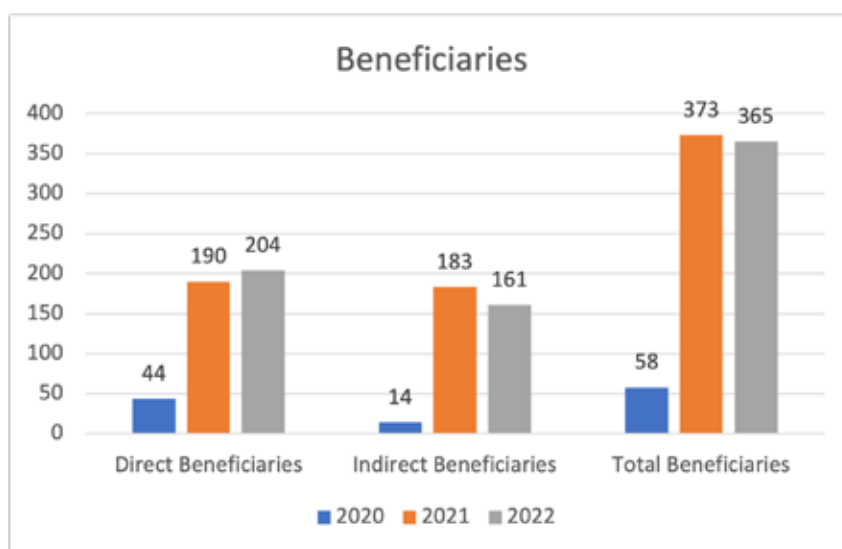
However, another issue came up when they found out that Sumirah's national ID card only allowed for her to get free treatment within her respective province. With mother and child's lives on the line, Yayasan Teman Baik covered the medical expenses to ensure their survival. Sumirah was well enough to go back home the following day, with baby.

Many marginalized families in Indonesia have their poverty compounded by lack of registration and confusing bureaucracy, which blocks them from benefiting from public services. Teman Baik worked with Sumirah to process and obtain birth certificates for both her children, and helped her retrieve other necessary legal documents. Ongoing, Teman Baik will work with Sumirah and her small family to figure out what exactly is needed to support her and her kids moving forward, to ensure they have a better future.

*names have been changed throughout our case studies to comply with our child and beneficiary protection policies in ensuring the privacy of individuals

The Program continued to operate in very difficult conditions: economic hardship for the beneficiaries due to both the impact of Covid and the impact of the political situation alongside limitations on the team to be able to operate (especially Outreach) due to the political and safety situation.

Despite these conditions, the team managed to run and expand their services.



SAVING LIVES

- Despite the limitations in **Outreach opportunities**, the team visited various sites on a regular basis and improved their understanding of the Friends techniques and the situation of various target beneficiary groups (migrants, working children)
- **ChildSafe Agents:** although the political situation did not allow us to identify and train actual ChildSafe Agents (there is a risk of having them seen as an organized “opposition”) the network of informal Key Informants was increased. The Hotline was also established and operated.

BUILDING FUTURES

FAMILY+

- There was no need/possibility for family reintegration this year

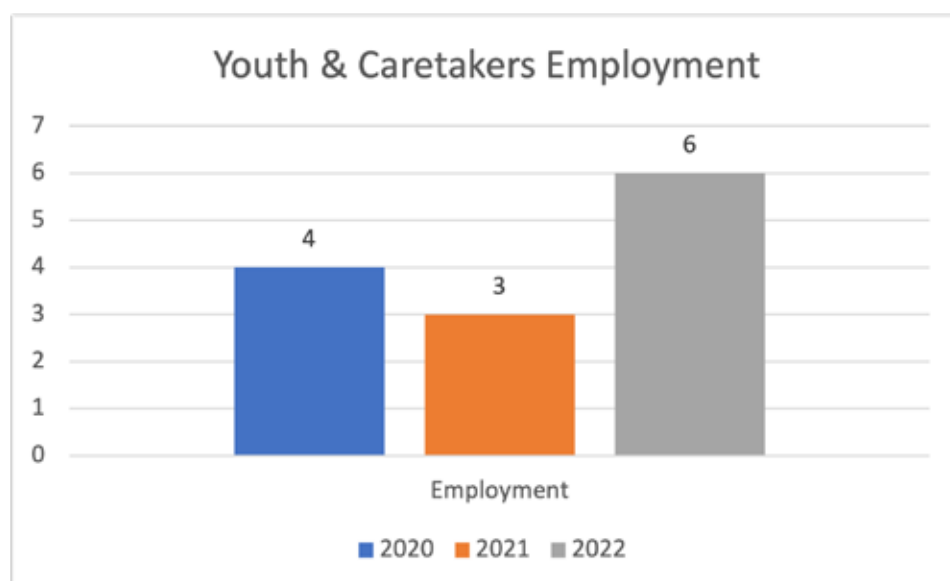
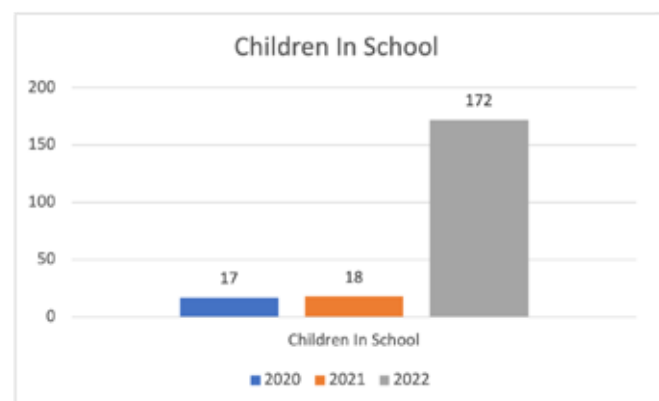
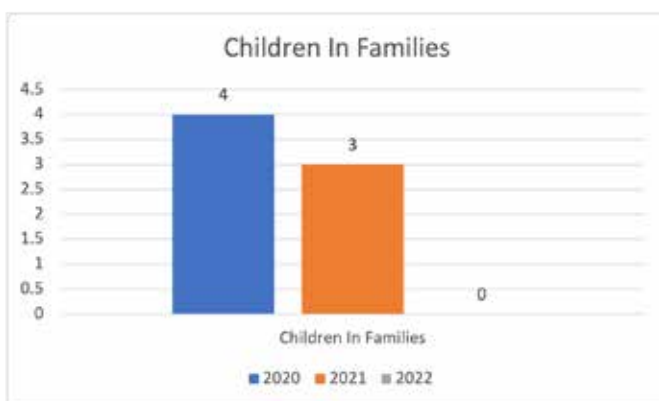
EDUCATION

Education was an important component of the activities this year as the public schools reopened.

- We were able to support children to register (+153% from 2021),
- We supported children to be able to remain in school (+975%) with support classes (+821%) and the provision of specific support (uniforms, fees...)

EMPLOYMENT

In a difficult economic environment, the team initiated their support to family members to find jobs and ensured that all our Vocational Training students be placed.





CASE STUDY



Yangon, September - Zaw Zaw's* story starts back in 2014 at LinkAge training restaurant in Yangon where a friend of his had previously worked. Zaw Zaw struck the LinkAge team as being a young man full of promise and dreams, with a big heart to help out. At first he worked as a volunteer, assisting the staff and other students whenever needed. He then registered as a student when formal training in the culinary arts opened. His hard work paid off when he graduated in 2019 and landed a job as a cook. Shortly after, in 2020, he applied to be a social worker for the Tha Ngae Chin Myar (TNCM) program, and was accepted.

He worked both as a cook and a social worker for LinkAge for four years, imparting his skills to new students arriving at the training restaurant. As a social worker, he engaged with the marginalized youth of Yangon either on the streets or in the drop-in center of the program. He stayed with TNCM through the pandemic and the last few turbulent years of social unrest in the city and country, helping out his compatriots by preparing emergency food supplies and meals for those who needed it most.

This year, he has left the country to take up a new career in hospitality overseas (and on the high seas!). Based in Germany, he is thoroughly enjoying his new role as a Commis Chef on a cruise ship. He loves the new challenges and opportunities this brings, and looks forward to a promising international future, all based on the skills he gained at TCNM during his years at the project. A success story that everyone can be proud of!

**names have been changed throughout our case studies to comply with our child and beneficiary protection policies in ensuring the privacy of individuals*



Visit www.friends-international.org for full reports on our activities & financials.

Image: Sewing course under the new mobile vocational training program in Vientiane, Laos

