



PSE

POUR UN
SOURIRE
D'ENFANT

ANNUAL ACTIVITY REPORT

September 2019 - August 2020

VISION, MISSION, KEY STATISTICS

Pour un Sourire d'Enfant (PSE) has been working in Cambodia, since 1995, to help children escape destitution and provide them the skills required to get a decent job. Recognised by the Cambodian authorities, the association acts with respect for the country, in collaboration with Cambodians to promote sustainable development.

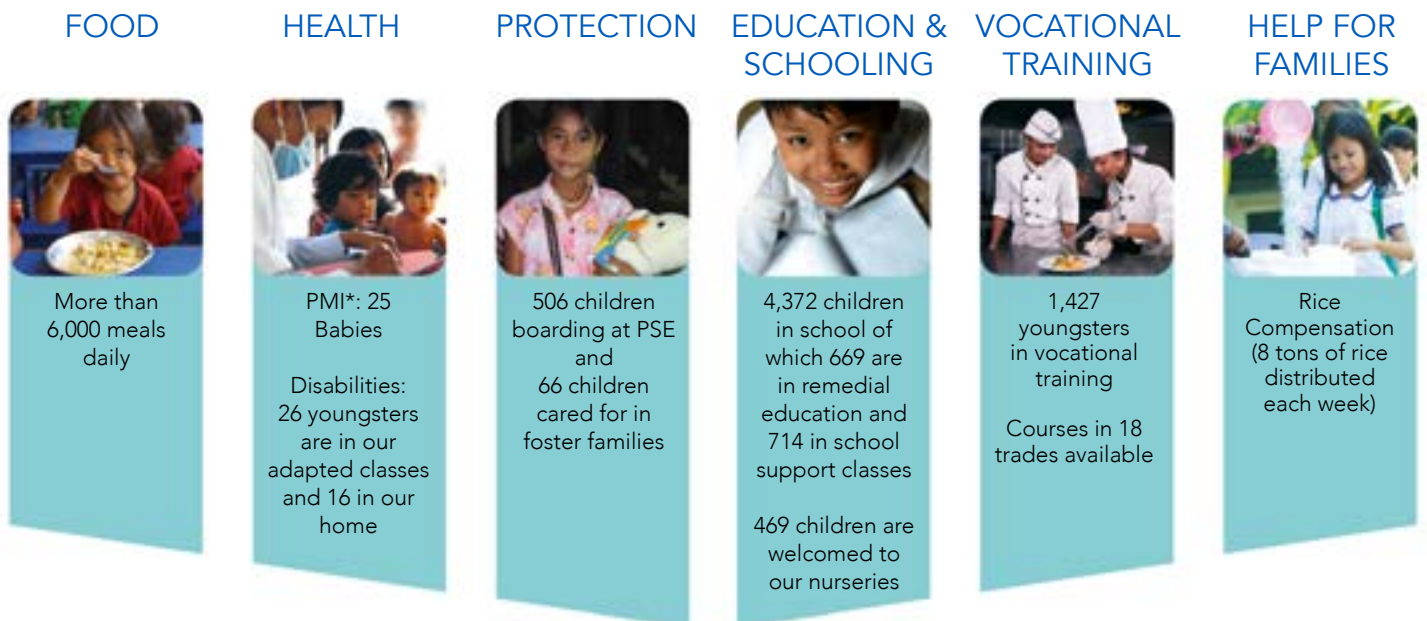
Our vision

We wish for a world where there are no more children left behind; a world in which each child, regardless of their family background, has the possibility to grow in an atmosphere of peace, respect and love, and to develop so they can become a responsible member of society.

Our mission

PSE's mission is to help children escape from extreme poverty and lead them to a qualified, dignified and properly remunerated job through a range of solutions adapted to their needs.

Our key statistics: 6,471 children and 3,572 families supported on average over the year



(* Protection Maternelle et Infantile (Mother & Child Protection))

Our results

- ◆ 396 new graduates from vocational training courses
- ◆ 90% are integrated into the world of work
- ◆ More than 5,000 alumni have graduated and found a job



- More than 600 staff in Cambodia
- 5 staff in France
- 300 volunteers in PSE branches in France and in several other countries



- 89,7% expenditure is directed to the social programmes
- 10,3% is spent on overheads & fundraising expenses

TABLE OF CONTENTS

Editorial	p. 4
Our programmes	
The beneficiaries	p. 5
Help for families	p. 6
Schooling	p. 10
Other educational programmes	p. 14
Vocational Training	p. 17
Food and Health	p. 29
Protection	p. 33
Our projects and investments	p. 34
Volunteering, communication and partnerships	
Network and volunteering	p. 40
Communication	p. 42
Partnerships	p. 45
Governance and Management	p. 47
Financial summary	p. 49

EDITORIAL

It has been a year marked by the emergence of a pandemic whose economic impact has affected the poorest across the planet. In the face of worsening social distress, preventative health measures have made it increasingly difficult to secure resources.

The year at PSE was also marked by **continuity and adaptability**.

Continuity in the pursuit of the mission entrusted by the founders: to lift children out of extreme poverty and lead them to a qualified and well-paid profession without replacing the role of state services. **Adaptability** to the changes in the country: supporting families to gain access to the emerging and free basic health care to which the most disadvantaged are now entitled, while remaining responsive to providing emergency aid when no other solution exists.

Continuity in the care and supervision of the children throughout their schooling and training, always ensuring they do not fall behind by intervening from an early age and in all aspects of their development, to strengthen the quality of teaching at the remedial centre and to optimise the impact of our activities in the state schools where we educate students. **Adaptability** in the search for solutions to fight against students dropping out of school, offering tailored paths to the most vulnerable young people and to offer academic support or psychological help to allow them to succeed.

Continuity in the training and preparation of young people for their successful integration into professional life. The launch of training through apprenticeships this year, an area in which PSE has been a pioneer, the success of the pilot year, has convinced many employers in Cambodia of its merits. Strengthening the teaching of English and "Soft Skills". **Adaptability** by offering our short vocational training programme to young people who have dropped out of school which, up until then, it had only been offered to the parents of our families. The ongoing revision of the curricula to align with ASEAN standards.

Continuity in the pursuit of professionalisation of management and **adaptability** with the integration of new information systems in our support services, the reconstruction and expansion of our classroom buildings and the renovation of our training restaurant.

The second semester, with the closure of schools on 16th March, was the scene of a remarkable capacity for adaptability, as well as the dynamism of our teams, both in the field in serving the children and their families, and in fundraising. In Cambodia, in addition to the food aid made possible thanks to the support of our sponsors and donors, the close support of families and the establishment of a distance learning school continuity programme has made it possible to stop the children and young people missing a year, or even worse, dropping out and losing their way.

At a time when Covid calls for more adaptability and solidarity than ever before, thank you, sponsors, partners, corporate sponsors, donors and friends of PSE, without you we would not be able to continue.



Ghislaine Dufour
President PSE

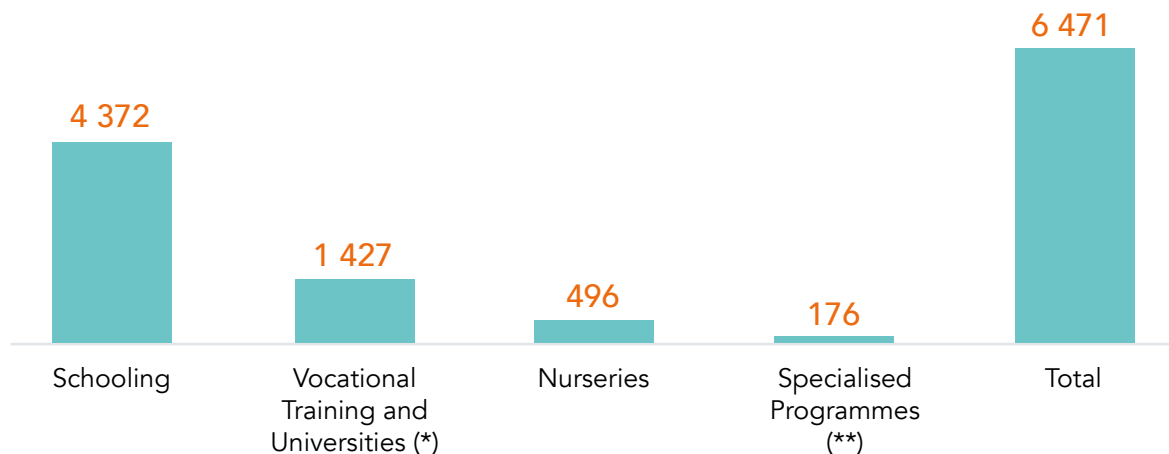
THE BENEFICIARIES

6,471 children and youngsters have benefitted from our programmes



The first day of School - September 2019

Beneficiaries per programme in 2019-2020 Annual average (September 2019 to August 2020)



(*) Including preparatory and bridging classes

(**) Adapted teaching section for children with disabilities, mother and child programme, child-care assistants, programme to improve the living conditions of families through short vocational training courses and support for professional integration

There were an average of 6,471 beneficiaries over the year, most come from Phnom Penh and its outskirts; 401 live in the province of Siem Reap and 415 in the province of Sihanoukville.

3 572 families have benefitted from our support, from the follow-up of our social team and from our family assistance programmes, either in their entirety or partially, depending on their situation. The main intervention areas are Phnom Penh and its outskirts: 2,850 families, 60% are level 1 (the poorest).

21 NGOs entrust us with young people, predominantly for vocational training.

HELP FOR FAMILIES

The social team, made up of around thirty social workers, meet families in their homes, carry out a social survey in order to give priority to the poorest (income level, possible debt, state of health, housing ...) and to the most urgent cases (absence of parents, mistreatment, school drop outs). Each social worker takes stock of the situation at least twice a year with each of the families for whom they are responsible.

This year, the social team continued to evolve their interventions towards empowering families. 28 social workers were trained in the "Family Development Approach" by the specialised NGO Samatapheap Khnom Organisation. The aim is to fine tune the counselling approach of social workers to families, so as to help them find their own solutions.

In the same vein, the social team has intervened with 2,800 families so that they have a better understanding of their rights and can benefit from the measures that the Cambodian Government is gradually deploying (free basic health care). The first step to assist families is to obtain the "ID Poor card" (a system for identifying households living in poverty) and register with the social security system ("NSSF") is underway, and will continue next year. In parallel, we will be able to gradually adjust our family assistance programmes, our aim is to supplement and not replace services that exist in the country.

Emergency aid for families



Our children often face violence in their own homes. The social team offers support to families who are going through these situations. In this family, the father was arrested and sent to prison. The social team offered emergency assistance of \$30 to enable the family to pay the rent and included the mother in the short vocational training programme for adults.

The children's parents sometimes try their luck abroad, in the hope of earning more income and entrust their children to family members. This is the case with these three little girls whose parents went to work in Thailand. They were entrusted to their grandmother who did not look after them. Faced with this situation, PSE will welcome the little girls into foster families.



Some families are victims of eviction and need urgent rehousing. This is the case of 20 families in the Sovanna district of Phnom Penh, who asked the social team for help to find a new place to live in another district.

Strong impact from Coronavirus



Faced with the risk of the virus spreading, the Cambodian Government decided to close all schools in Cambodia – including PSE – on 16th March.

The economy was quickly and severely impacted, especially the tourism and the textile sectors.

The impact has been very hard on the poorest families whose children PSE supports throughout the year. Our families, already poor, were the first and the hardest hit.

The decline in economic activity in the country has led to a drastic drop in the income of parents who carried out small activities, such as street vendors, motorcycle taxis, etc. Those who were still scavengers no longer had any income because materials are resold to neighbouring countries whose borders were closed.

In addition, some parents have had to stop working in order to look after their children at home following the closure of schools, amongst them PSE.

During the first weeks, following the closure of schools, many families left Phnom Penh – for the most part temporarily – to go to the countryside.

From the start and throughout the confinement, the social team has spent a lot of time in the field with around 2,000 of the hardest-hit families, in order to assess their situation and needs. Social workers spent a lot of time listening to families who were extremely anxious and totally helpless in the face of the magnitude of the shock associated with the closure of schools and the economic downturn.

Food baskets to avoid the humanitarian catastrophe

Soon after the onset of the crisis, families could no longer afford to buy food despite continued rice distributions for the poorest families. In addition, their children usually had at least one meal a day at PSE, which they no longer had because of the forced closure of our Centre.

Therefore, the social team mobilised: emergency food baskets began to be distributed. Between April and August 2020, PSE distributed nearly 8,000 food baskets, to families, consisting of packets of noodles, tins of fish and bottles of soy sauce – non-perishable food items.



The distribution of rice was kept going: we exceptionally waved the financial contributions by the families who usually benefit from the programme, and another 400 families benefitted from it. A total of 1,600 families received rice – on average 8 tonnes of rice were distributed each week during the year 2019-2020 (vs. 7 tonnes per week last year).



"Before, when my children went to PSE, they could have lunch at the canteen. But today the centre is closed and we, the parents, have no more work and therefore cannot afford to buy food for the children."
Pov



"Because of the coronavirus, I no longer have a job or income in order to feed my family. Thanks to PSE I can be sure to have food for my two children." . Sophea



"Food distribution is very important to me. I live with my grandmother and my parents live in the countryside but they no longer have a job. Fortunately, PSE can help us."
Panha

At the peak of its action, this emergency plan benefitted 1,656 families, helping more than 8,200 people. From summer 2020, PSE gradually reduced this aid to avoid creating a dependency and to encourage families to become independent.

The social team also took advantage of the time spent distributing rice and food baskets to review the situation with the parents and children.

Financial aid to help people pay their rent

Between April and June, PSE has also awarded housing benefits to more than 400 families to help them pay their rent. In July and August, assistance to pay rent was not requested by the families because they succeeded in obtaining help from the Government which allowed the families to benefit from a minimum of \$30 per month for 5 months (from June to October 2020). PSE assisted families with the process of obtaining aid from the Government.

Funding for the emergency plan: support from foundations and a campaign to appeal for emergency donations on social networks

The foundations IF, Albatros and Herbalife Nutrition mobilised to help us finance our emergency plan.

To help finance the distribution of emergency food aid, necessary for the survival of families, PSE launched an unprecedented campaign to appeal for donations on its social networks (see p. 42). The mobilisation of the general public made it possible to finance more than 2,500 food baskets!



FOR...

1 MONTH

€29

Or €10 after tax deduction

2 MONTHS

€58

Or €19 after tax deduction

3 MONTHS

87€

Or 30€ after tax deduction

4 MONTHS

(until the beginning of the school year in September)

€116

Or €38 after tax deduction

“FLIP», Family Livelihood Improvement Programme



The programme offers short-term vocational training courses and support for professional integration.

As well as the parents of children who benefit from our programmes, we have broadened the profile of FLIP beneficiaries to youngsters and young adults who have dropped out of school, for whom the duration of our vocational training is too long.

Short-term Vocational Training Courses

78 trainees, of which 83% were women, attended one of the five training courses offered: sewing, cooking, housekeeping and coffee making, beauty and aesthetics, and phone repair. The last two training courses were offered through the establishment of external partnerships.

52 of them were parents (67%) and 26 were youngsters failing at school (33%).

During the first semester, 32 trainees successfully completed their training and graduated.

Professional Integration

58 FLIP graduates, of which 71% were women were supported during their professional integration.

84% of them (49) got a job or started a business. The Covid crisis directly impacted the integration of the other 9 graduates who had to stay at home to take care of their children due to the closure of schools.

In supporting professional integration, we have developed individual advice for trainees as well as exchanges and follow-up with employer companies. We follow up the integration of our former trainees with repeated contacts after they start work. For trainees who set up their own businesses, we provide specific additional training and support.

We have stopped helping our trainees obtain micro credits from specialised institutions because they charge very high interest rates. Instead, we have created a self-help group among our beneficiaries which offered 11 loans with very low interest rates, between 1% to 2%, and occasionally interest free.

Covid Period

As of March, the FLIP programme was no longer authorised to recruit new trainees. The 35 trainees were able to benefit from remote learning facilities established by our FLIP team. Mail lists have been created. A total of 63 “Tutoring” videos have been produced covering all training courses and soft skills. Four trainees were able to complete their training during the period after Covid.

SCHOOLING

4,372 children benefitted from our programmes, on average, over the year:



□ 2,915 children attended state schools in Phnom Penh, close to their homes. Among them, 714 benefited from the school support programme we have organised in our Centre in Phnom Penh for the half day they are not at state school;

□ 789 children attended state schools in the provinces: 401 in Siem Reap and 388 in Sihanoukville ;

□ 669 children attended our own school in Phnom Penh which covers Primary and College years. Children follow accelerated teaching, catching up, over 4 years, from Year 2 to Year 9, with Year 10 taught over an academic year. Our boarders also have their lessons here, since they benefit from a safe environment, as they cannot study in state schools.

Academic calendar 2019-2020-2021 and academic results 2020

Due to the Covid-19 health crisis and the closure of schools in Cambodia – including ours – from mid-March to the end of September 2020, the 2019-2020 academic year was extended to end in December 2020. National exams were postponed until the end of 2020.

The Brevet for Year 10 students took place on 30th November 2020 and the pass rate was 92.6%.

The Baccalaureate was due to take place in December 2020, but was definitively cancelled due to the risk of a resumption of the epidemic. The Ministry of Education said that all students are therefore considered to have passed their Bac.

The new school year “2020-2021” will start in January 2021 and run until the end November 2021.

Dropout rate

The dropout rate observed over the year 2019-2020 for school programmes was 5.6%. But it is more likely to approach 9-10% by the end of the school year (postponed to December 2020). This rate is will be higher compared to last year, but the increase has been limited thanks to all the child monitoring actions put in place by the social team and the teachers.

NB. The dropout rates only take into account those students who are certain to have dropped out during the year 2019-2020 (i.e. until August 2020 inclusive). The return to school is planned gradually from the end of September 2020 and we unfortunately expect to see more dropouts, despite all the efforts of our social team and our teachers. As an example, the remedial school teams estimate there are 63 students who risk not returning to school in September 2020; they will be withdrawn from enrolment in the 2020-2021 fiscal year.

Students in state schools

This year saw the implementation of the new organisation to monitor children: grouping students in 45 schools within a 45 minute radius of the Centre.

The schools are divided into 2 geographical areas: in each area, there are 8 education advisers and 1 supervisor.

There are still 106 students in 42 more distant schools, for whom we have adopted a lighter level of support, focused on material assistance (uniforms, school materials).

All of the procedures of education advisers have been readjusted and formalised. They ensure the availability of a complete and centralised file for each child.

School support classes in our Phnom Penh Centre

The beneficiaries are the children whose education PSE supports in state schools. They live in Phnom Penh and its outskirts. They are children with the lowest marks.

714 children have benefitted from school support classes at the PSE Centre this year:

α **595 children at primary level** (83%), 52% of whom are girls; they get mathematics and Khmer lessons;

α **119 children at secondary level** (17%), 62% of whom are girls; they get lessons in mathematics, Khmer, physics and chemistry. In addition, biology lessons are given to high school students.

They are divided into 29 classes, alternating mornings and afternoons with their half-day lessons at state schools. We have limited the number of students compared to last year (over 1,000 students) to reduce the size of our support classes from 30 students to a maximum of 25 students, to allow for more personalised support.

A test has been organised at the end of each month.

PSE remedial schooling centre

This year, the teaching and supervisory teams of our remedial school and those of the school support classes in our Centre have been combined into a single "school" for greater efficiency.

The consistency between the courses and the exercises, tests and exams were reviewed, both for the remedial programme and for the school support programme, in coordination with the teaching team.

The number of education advisers has been increased from 2 to 5 people, in order to strengthen supervision of students and fight absenteeism.



Education at risk during the Covid-19 crisis: PSE's immediate response

Faced with the risk of the virus spreading, the Cambodian government decided to close all schools in Cambodia - including PSE - from Monday 16th March 2020.

Education counsellors who follow children attending state schools continued to follow the students, by phone or by going physically to their homes.

They liaised between children and state schools, which do not have enough resources to ensure effective distance learning for the large numbers of children they support. Our counsellors ensured that the homework prepared by state school teachers reached our beneficiaries (homework collection, photocopies, distribution to students), and that the students did them and handed them to their teachers, directly or through our advisers. They took the time to explain homework to children who needed it.

This process was applied to the 6 state schools in which we have the most students (1,046).



Meetings with the children and their parents were organised to encourage the pupils to continue studying during this difficult time:

- A meeting with Year 10 and final year students and their parents to remind them of the importance of continuing to prepare for the national end-of-year exams (Brevet and Baccaulaureate);
- A meeting with primary school students who have greater difficulties (academic and / or behavioural) and with their parents to encourage them to pursue their efforts to study.



The pupils of our remedial school also benefitted from the support of our teachers. Indeed, during this period, the teachers continued to prepare and distribute the lessons and homework in order to maintain the link with the children, the continuity of access to education, and to ensure that they did not give up.

About 50% of the students benefitted from this weekly homework distribution and correction scheme. Once a week, the students could come to the Centre, in small groups, with strict sanitary measures in place, to receive hard copies of the lessons and hand in their homework, and to receive explanations from the teachers.

Gradually, the process reached up to 70% of the students. PSE's attention was focused, in priority, on students who have a national exam, the Brevet or the Baccaulaureate.

As for the pupils who receive tutoring at PSE, about 90% also benefitted from this system of distribution and correction of homework:

- Either directly from their state school, with the help of our education advisers (see above).
- Or at our school, with homework prepared by our teachers (see above).



When possible, teachers contacted students - both remedial and school support students - by telephone to keep them motivated, and remind them to come and pick up or drop off their homework. Teachers alerted the social team when they had no news from a student or when they felt a child was having domestic issues. The follow-up was particularly reinforced with students in Year 10 and in Year 12, with a view to the national end-of-year exams (Brevet and Bac), also raising the awareness of their parents.

National exams, the "Brevet des colleges", the Baccalaureate and the exams for Vocational Training were deferred to autumn 2020.



The approach taken by Sophalmean, a student in Year 10 in the PSE Remedial School

"In the morning, I help my mother around the house and then I spend my afternoons and evenings doing my homework. It takes a lot longer than usual because I don't always understand everything."

With their small savings, Sophalmean's parents gave her a second-hand smartphone (€26). They decided to spend 20% of their low monthly budget and thus allow their daughter to study online.

"When I don't understand something, I look on Google or YouTube for what I need", explains the young girl who adds, "Studying at home is difficult because the teacher is not there to explain things to me."

Sophalmean dreams of working in a bank. She plans to take her Bac and then join the PSE School of Management and Sales. Sophalmean works hard to help her family: she knows that her education is the only way for them to get out of poverty.

"Living here is complicated because there are a lot of people addicted to alcohol and drugs, and theft and violence are part of everyday life in my neighbourhood. When I go to PSE I feel safe."

«It is really difficult to teach in these conditions, but it doesn't bother me because the most important thing is to keep bringing new knowledge to our students.»

Pang Vandet, mathematics teacher at PSE



EDUCATION

Community Centres (the “Paillotes”)



The six Community Centres in Phnom Penh, which we also call the “paillotes» or «nursery schools», welcomed an average of 469 children aged 3 to 5 years over the year, for full days Monday to Friday. The one in Sihanoukville welcomed 27 children.

261 older children also benefitted from after school support (help with homework) on half-days. An increasing number, in particular due to the opening of a new after school class in the Sen Sok paillote (Phnom Penh), made it possible to accommodate more students and to divide them into two groups (Years 2 to 4 and Years 5 to 7).

The six paillotes in Phnom Penh have been improved by the establishment of reading corners as part of the library improvement project. More than 1,100 story books for children have been acquired. Teachers use them every day but, since the paillotes closed mid-way through the year, we did not have time to set up new dedicated activities.

The impact of Covid-19

Like the rest of the programmes, the paillotes were closed from mid-March. Our paillotes teams carried out close monitoring of the children, by going to their homes. They were thus able to stay in touch with 90% of the beneficiaries of the programme. A distance learning system was set up for “nursery” children to ensure that they have a sufficient level to enter primary school during the next school year



Foreign language teaching at PSE

The English teaching programme benefitted 1,427 students from the Institute and 669 students from the remedial school (average enrolment over the year). Several projects were carried out in the first semester to stimulate learning and the practice of language, in particular for youngsters with the greatest difficulty:



- Organisation, in January, of a fun internal competition, for all pupils and for all students, with public debate;
- Creation of 11 intensive and accelerated teaching classes for some 130 students of the Institute, clearly behind the expected level in their school or preparatory class;
- Organisation of self-learning sessions in the language laboratory;
- Screenings of films in English offered to children during their free time.

An “English forum” event for students, scheduled for the second semester, has unfortunately been cancelled due to the Covid health crisis.

Students at the Institute’s schools benefitted from additional new courses in English, specialised in their field of professional training, for two hours a week, during the first semester.

Continuity of education during the Covid period

55% of the students from the Institute registered for online English courses in May, of which 36% were active, which reduced further to 25% from June.

14% of the remedial school students enrolled, only 28% of those were active.

There were also only a limited number of the children who were able to benefit from the distribution of printed lessons and homework we set up: 25% of the pupils at the remedial school and 3% of the students at the Institute.

Catching up the level of English required for vocational training studies, especially in certain fields, will be a major challenge for the academic year to come. We have defined a new action plan for the development of English language education, which will be implemented next year.

795 students took optional French courses during the first semester: 9 classes at the remedial school and 31 classes at the Institute. In the second semester, the same organisation to that for the English lessons was put in place.

Pedagogy



The pedagogy department brings together pedagogical coordinators, experts in the development of curricula and teaching manuals, trainers in “soft skills” or trainers in methodology - they work across all teachers – those teaching nursery classes (“pailotes”), teams from the Remedial Centre and the school support programme, as well as the vocational training schools. It capitalises on the tools and content developed over time by PSE teachers and educational experts, while further enriching them.

Since 2017, when the pedagogy department was reconstituted, the team has been almost completely renewed. The teaching coordinators, all Cambodians, come from the teaching team of the remedial centre. Priority was given to their own training in teaching methodology and techniques. They benefitted from workshops (between half a day to a day) and training (one to two days) on the following topics: lesson plans, class observation, distance learning, modern pedagogy, games and oral expression.

The objective is that they can gradually support teachers, through class observations, discussion meetings, regular evaluations as well as a range of training courses adapted to the needs and different levels of experience of teachers.

During the period when school has been closed, the teaching team supported the teachers in setting up the weekly homework distribution and collection system, and advising them on the adaptation of the materials and exercises they gave to the students. The pedagogy coordinators also offered various training courses to the teachers and staff.

Soft skills

The “Human Training” programme is evolving into a real educational course in “Soft Skills”, aimed at all our students from the remedial school and the Institute.

Taking over from the weekly lessons in morality for children at the remedial school led by the founder, the first Human Training curriculum was added to the school programme, in 2013, for students aged 6 to 18. It was extended in 2018 to their graduation.



From one year to the next, among the topics taught: knowing yourself, living together and helping each other, preserving the environment, developing self-confidence, learning to manage your emotions, to communicate, to adapt by finding solutions, working in a team, optimising your job search ...

The aim is that PSE students, when they enter working life, are recognised as much for their personal and professional skills as for their technical skills.

This year, the team developed a booklet, the “Professional Life Training Manual”, which formalises and enriches the practices taught within the Institute to support students in their job search (CV, preparation for job interviews...).

From 2020/21, a continuous educational programme will be set up, thanks to the strengthening of the team of “soft skills” teachers, to cooperate with other NGOs in the development of new modules on additional themes, and to update the programme and activities. The latter will be done based on the feedback of the students and teachers. We are also planning to organise preventive actions to make students aware of current issues (fight against addictions, gender equality, etc.).

Finally, we continue our cooperation with the Ministry of Labour and Vocational Training by participating in workshops on soft skills.

Extra-curricular activities



The extra-curricular activities programme had to be suspended, due to the closure of schools from mid-March. The team has, however, been helping to maintain the link between PSE and the families. At the beginning, the educators went once or twice a week to the places where families live, in co-ordination with the social team to offer activities to the children (artistic activities, games ...) while respecting social distancing measures. Then, taking advantage of the visits already organised, the team helped bring homework to the children at the remedial centre, in conjunction with the teachers.

The social service informed the team about children who had not responded to requests from the schools and the role of the team was to contact the students by phone, to go and see them, distribute homework, explain what that they had to do and, at the end of the week, to collect homework to bring it back to schools.

This allowed the social team to increase their impact in the field in order to closely monitor as many children as possible.



In January 2020, for the second year in a row, PSE organised a talent competition for children! More than 15 talented groups presented themselves in front of the jury: singing, dancing, theatre, martial arts ... a great moment for the children.

Summer Camps

Every year, during the month of August, the children are welcomed, every day, by Cambodian monitors and young European volunteers, for fun activities in the three PSE centres and in our Community Centres, within the neighbourhoods and villages. This year, the Summer Camps had to be cancelled. The decision, taken in spring 2020, was made on the basis of the great uncertainties surrounding international travel for young European volunteers, as well as on the lack of visibility on the prospects for the re-opening of schools (if the schools remained closed, we would not have had the right to bring children together for fun activities; if the schools had reopened, August would have been busy catching up with lessons and not holidays).

VOCATIONAL TRAINING

1427 young Cambodians, 50% of whom were girls, benefitted from the training and services of our Vocational Training Institute in Phnom Penh (PSEI):



- 904 students attended our four vocational schools, taking one of the 18 courses available;
- 22 students were in higher education at university or specialised institutions;
- 501 students were in the Institute's Foundation Studies classes (bridging and preparation).

This is a slight increase on the previous year (+2.4%).

The diplomas awarded by the Institute, after two or three years of study depending on the course, are recognised by the Ministry of Labour and Vocational Training.

	18 training courses	Average 2019/20	State qualifications
SCHOOL OF HOSPITALITY AND TOURISM	Cooking & Patisserie	250 students	"Technical Vocational Certificates" (TVC) – equivalent to CAP in France - Recognised by ASEAN - levels C1/C2/C3 TVC - levels C1/C2
	Table Service		
	Room service / Laundry		
	Reception		
	Hairdressing and beauty		
SCHOOL OF MANAGEMENT AND SALES	Administration and Accounting	358 students	"Technical Vocational Certificates" (TVC) – equivalent to BAC PRO in France – levels C1/C2/C3 "Higher Diplomas" – equivalent to BTS in France "Bachelor degree"
	Sales		
	Retail trade		
	Human Resources Administration		
	Accounting		
	Business management		
SCHOOL OF TECHNICAL TRADES	Car mechanics	120 students	"Technical Vocational Certificates" (TVC) – equivalent to CAP in France - levels C1/C2/C3
	Motorbike repairs		
	<i>Building trades:</i>	121 students	"Technical Vocational Certificates" (TVC) – equivalent to CAP in France - levels C1/C2/C3
	Electricity		
	Plumbing & Air Conditioning		
Building maintenance			
SCHOOL OF MEDIA	Film production	55 students	"Bachelor degree"
	Post-production		



Covid-19 crisis: distance learning and change of academic calendar

The Covid-19 crisis greatly disrupted the students' academic year, all Cambodian schools were closed from mid-March onwards. The Institute's team mobilised to keep in touch with the students and to enable them to continue their training.

A distance learning programme was set up at the end of April/beginning of May. Teachers were trained on Google Classroom. The main courses resumed online, and printed coursework was also distributed. However, student participation was limited for several reasons:

- α Difficulties in getting connected: no smartphone, very slow Internet connection in some areas in the outskirts of Phnom Penh and in the countryside, no money to buy credit;
- α Their home living environment;
- α And, for many, the obligation to help support their families.

The participation rate decreased as the months went by, in May between 50-70% of the Institute's students participating, by August this had dropped to 25-30%.

School of Hospitality & Tourism	<p>55% of the students of the School of Hospitality and Tourism took part in the online courses in May, a rate that dropped to 20% from June onwards, though we must bear in mind that the vast majority of second year students were able to return to their internship or apprenticeship at that time.</p> <p>50 first-year students were unable to complete their internships, which were scheduled from March to May.</p>
School of Management & Sales	<p>70% of the students at the School of Management and Sales participated in the online courses in May. Following a drop in the participation rate in June, it returned to 50% in July. The greater familiarity of the students with computers probably explains this higher participation rate compared to the average of the Institute.</p> <p>The second year students could do their internships; those for first year students were cancelled.</p>
School of Technical Trades	<p>51% of the students at the School of Technical Trades participated in online courses that were available from April. Printed course materials were also distributed to students.</p> <p>From June onwards, second-year students were able to resume their apprenticeships or complete their work placements. Internships for first year students were cancelled and they continued with remote learning. Their participation rate, still at 51% in June, dropped to 33% in August.</p>
School of Media	<p>62% of students at the School of Media (or Media School) participated in online courses, that were available from the end of April. The participation rate decreased in July and fell to 25% in August.</p>



Distance learning for the bridging and preparatory classes was initially attended by 393 students. As the months passed, the number of active students decreased rapidly as many had to start working to help their families. The risk of them dropping out is high, as confirmed by the telephone survey conducted by the department.

The Institute estimates that around 16% of students in preparatory classes will have to repeat the year, due to the disruption in 2019/20, around 400 will be able to enter our vocational training schools.



The Institute worked, urgently, with companies and students to adapt current internship and apprenticeship contracts, suspending or stopping them according to personal situations: some students returned to the countryside for family reasons or because the PSE internship had to close.

At the beginning of May, the Ministry of Labour and Vocational Training allowed training in companies to resume though with conditions being set, the Institute set about placing/replacing all second-year students in work placements or apprenticeships. It succeeded in placing 89% of them from June.



The academic year has been extended until December 2020 for students in preparatory and bridging classes and for those in their first year of vocational training courses.

They were able to return to study at the Institute, from September onwards, initially for practical workshops and then for all classes, though with a very strict health protocol in compliance with government directives. In order to respect the social distancing, classes were reduced to 10/15 students, and there had to be rotations.

Development of apprenticeships

In Cambodia, apprenticeships did not exist. Convinced that this approach will be beneficial to our students, the Institute is a frontrunner in establishing them in the country.



The Institute extended its apprenticeship programme, which had been successfully initiated in the previous year as a pilot. Five training courses across two of the schools participated in this project. 88 students from the Cookery & Patisserie, Table Service and Reception courses at the School of Hospitality and Tourism and 46 students from the Car Mechanics and Plumbing & Air Conditioning courses at the School of Technical Trades benefited. A total of 134 students were offered apprenticeships with 31 partner employers. 133 obtained their final diploma.

A Memorandum of Understanding was signed with the Cambodian Federation of Employers (CAMFEDA) to assist in the selection of employers for the programme. Tools and methods for apprenticeships were improved and created for the new courses involved. Exchanges, visits and cooperation with potential partner companies resulted in all the students being offered an eight-month apprenticeship from January to August, alternating between two weeks at school and two weeks in the company.



Due to the Covid crisis, the project was interrupted from mid-March to the end of May. From June onwards, the Institute nevertheless managed to organise, together with its employer partners, the return of 88% of the young apprentices to their companies. The contracts were adapted so the students worked full-time with the companies, as the Institute had to remain closed like all schools, in line with the decision of the Cambodian government.

Based on the experience gained over two years, the collaboration it has developed with all the stakeholders in vocational training in Cambodia (*), and convinced of the value of apprenticeships offer to create a more inclusive and efficient training approach, the Institute will extend apprenticeships to students in their second year in nine courses, four at the School of Hospitality and Tourism and five at the School of Technical Trades, over the next two school years.

(*) : for example with ILO (International Labour Organisation), the UN agency

Institute's Central Services

The central services are not only in charge of the general administration of the students, they also oversee the success of our students and the functioning of the Institute:

Monitor and develop the Institute's relationships with over 200 corporate partners

The Institute placed 234 of the 262 second-year students into internships from June. Internships were required for those who are on the courses for which apprenticeships have not yet been developed. The remaining students who were not placed were prevented from doing an internship either due to accommodation constraints - the PSE boarding facilities were closed - or because of personal or family reasons.



Helping young people in their orientation

The Institute has created an orientation guide which was distributed to all students in the bridging and preparatory classes. The selection criteria for each of the Institute's schools young people in has been reviewed with each of the youngsters. It is being implemented for the start of the 2020/21 school year.

Tracking graduate outcomes

The Institute carried out two studies, one in December among its graduates, the other in August among partner companies hosting interns and apprentices. These studies allow us to measure the effectiveness of our activities in terms of professional integration and to point out successes as well as areas for improvement.



Bridging and preparatory classes at the Institute

The 20 classes welcomed **501 students** (average over the year).

We have 3 types of class:

- α **Bridging classes for children of lower secondary level** so that they reach level 9 of the Brevet (3ème in France) before entering a preparatory class for the vocational training schools;
- α **Preparatory classes**, which bring level 9 students up to standard in one year so that they can then enter a vocational training course and also help them in their choice of orientation;
- α **The P4 preparatory class** prepares students to a final year level, in one year, whether they take their baccalaureate or not.

209 students in bridging classes passed their state exams in February, with a pass rate of 94%.

Continuous improvement of guidance support

Several new actions were carried out this year:

- α The students, having expressed their preferred choice of vocational training course, had the opportunity to visit and discuss their choice with the appropriate school. These internal visits, allow for a more in-depth assessment, have replaced the Open Day that was previously organised by the Institute.

□ Over 4 days, the students had an opportunity to visit several companies with similar profiles to those they wish to join (according to their first choice wishes).

□ We organised two meetings with each of the parents, one was a general meeting at the beginning of the year, the second with individual interviews was held in February. Through these meetings, the Institute ensures parental support and collaboration for the continuation and success of the students' studies. 97% of the parents took part in the individual interviews.

□ The students were prepared individually for admission interviews conducted by the vocational training schools.

The first intake interviews for initial assessment took place in March. This enables the preparatory class team to provide the best possible support to youngsters in their choice of orientation, taking into account their academic results and potential. The youngsters, aware of the schools' expectations, are motivated to achieve the required level or they may decide to change their choice of course. As a result of these interviews, almost 120 students were informed that they needed to improve their results in order to be accepted into their chosen course.

All these actions provide effective help in the fight against the risk of dropping out of school and to promote the success and fulfilment of the youngsters in their chosen studies and professions.

External Graduate Studies Support Programme

22 students continued their studies, with our support, in higher education institutions and universities. This year 11 students joined the programme, 4 came from our general education programme and 7 had graduated from the Institute in 2019.

SCHOOL OF HOSPITALITY AND TOURISM



The school welcomed an average of **250 students**, 70% of whom were girls:

□ **206 students** were on the following courses:

- Cooking & Pâtisserie
- Table Service
- Room service / Laundry
- Reception

□ **44 students** were on the fifth course:

- Hairdressing and beauty

In 2018/19, second year students on the Reception course were the first to benefit from the establishment of apprenticeships at the Institute. This year, 88 students in the Cooking & Pâtisserie, Table Service and Reception courses benefitted and were placed with 14 companies (see p. 19).

Organisation during the renovation of the training restaurant

From March onwards, the school's training restaurant, the "Lotus Blanc", was closed for renovation work, which was scheduled to last until November. The School set up a "Mini Lotus Blanc" to continue the practicals, in the kitchen demonstration workshop, and by organising the periods of training and apprenticeship accordingly.

National and international training courses with partner institutions, schools and restaurants, that had been planned for 9 teachers and school managers during the restaurant's closure, had to be cancelled.



The students had the chance to judge a round of the TV show MasterChef!



Visit to the Samai rum factory to learn about manufacturing rum.

Strong involvement in cooperation with other actors in the sector

In September, the School hosted a seminar organised by the Ministry of Labour and Vocational Training and the UN agency ILO (International Labour Organisation) to validate the hotel sector apprenticeship manuals. The seminar brought together all private and public actors working in the field.

In November, the school was invited by the Ministry to participate in a seminar to review the ASEAN accredited hospitality training programmes. They also participated in the annual seminar organised by the ASSET H&C network (*) for its members.

(*) : A network of 12 hotel schools in South East Asia

Developing students' ecological awareness

In February, students attended a workshop organised by the school in partnership with ILO Cambodia and the Ministry of Tourism on reducing the ecological footprint in the hotel industry. A "Green Hotel" competency has been added to the students' training programme for next year.

The equipment in the laundry workshop has been replaced



We replaced the washing machine and floor cleaning machine in the workshop used by the students and instructors of the school's "Room Service/Laundry" course.

Purchases were financed by the Rotary Club of Romorantin and Amundi Asset Management («Give a Hand» programme).



The school had an average of **358 students**, on its 6 training courses, 71% of them were girls:

- Administration & Accounting, Sales, leading to diplomas that are the equivalent to Bac Pro in France;
- Retail Trade, Human Resources, Accounting, leading to a diploma equivalent to a BTS in France;
- Business Management, leading to a undergraduate degree in business administration (Bachelor in Business Administration).

Students admitted to this last course have already obtained a BTS from the school and complete a third year of study.

Revision in the BAC Pro (TVC) training course

In keeping with the spirit of continuous improvement, the school team has begun revising its course programmes with the support of Guillemette de Chabert, a retiree from the AFPA(*) in France, who has graciously offered her skills over many years to help the school's development. The revised curricula were implemented for courses in the first intermediate level of the State diploma, C1. This is an essential module because it is common across all Bac Pro courses at the school. They have also set up a practical training room to represent a fictitious company. The new programmes will start next academic year. The programmes for C2 and C3 levels are in the process of being revised.

(*) AFPA : Association for the Professional Training of Adults

A few words from Guillemette de Chabert

"What a joy to have collaborated with Chamnan, director of the School of Management and Sales, and the teachers at the school on this project, they were all very motivated!"

"My mission was supposed to last three months but it was cut short due to the health crisis. However, the momentum is there, we tried to hold some meetings online."

"It's important for me to have worked on C1 level because it will benefit students who will stop their training before C2 and C3 levels."



Independent study

The pedagogical approach "learning to learn", developed by the school in recent years, has introduced time for independent study, into student schedules, on activities such as individual or group projects, conferences, work in the documentation centre ...

During the first semester, the school has focused on providing rich content for these activities and strengthening its support for the students. It organised the following events:

- 2 career forums;
- 7 site visits to potential employers;
- 37 lectures on topics related to courses: professional behaviour, business etiquette and on other general knowledge topics;
- Training for job interview skills and 6 lectures about the business world with help from the PSE Hong Kong team that visited the school for 3 days in January.

SCHOOL OF TECHNICAL TRADES



The school has an average of **121 students** in Construction and **120 students** in Mechanics.

4% of the students are girls.

There are three courses offered in Construction :

- Electricity
- Plumbing & Air Conditioning
- General Building Maintenance

In Mechanics, students can choose from two courses:

- Car Mechanics
- Motorcycle Repair

46 students in their second year of the Car Mechanics and the Plumbing & Air Conditioning courses have benefitted from the pilot apprenticeship programme and were placed with 10 companies (cf p. 19).

The School expanded its capacity by enlarging its garage teaching workshop last year. This year, an extra class was added for first-year students in Car Mechanics, and next year another one will be added.

“Green Plumbing”, a new skill

The school team has collaborated with ILO, a UN agency, to add skills to take into consideration respect for the environment and reduction in water and electricity consumption to the Plumbing & Air Conditioning course, which are necessary for their future careers.

Committed corporate partners

Through their foundations, NORAUTO and MOTUL have funded the Mechanics school’s acquisition of new equipment and tools. SCHNEIDER ELECTRIC Oversea Asia is supporting the Electrical school with its expertise.

Yet again, the school has received financial support from French businesses who come together for an annual event, “Painters for a Smile.”



Student internship



A student from the school participated in a national competition and came third!

SCHOOL OF MEDIA



The school has an average of **55 students**, of whom 40% are girls.

The three-year training course leads to a Bachelor degree diploma recognised by the Ministry. Students are recruited at Baccalaureate level, 99% of whom come from the Institute's P4 preparatory classes, first they do a year of training in media industry fundamentals. In the second year, they specialise in one of the offered courses:

- Film production
- Post-production

In the third year, they complete an internship in a business in the sector, and during the second semester, they produce a short film as a final project.

School relocation

The school has recently moved to the OBK campus alongside the School of Management and Sales. It now has space adapted to its needs, with ample room for the practical work involved and a post-production room.

Adding graphic design skills for students

The school acquired perpetual licenses for specialised software at a competitive rate. An expert volunteer trained the students and a teacher. This teacher is now in charge of teaching the classes.

Active support from the artistic and media world

This year, once again, our School of Media has received a grant from the Hollywood Foreign Press Association through For a Child's Smile US. It financed the visit of two expert instructors from the ENS Louis Lumière to Phnom Penh and the purchase of an editing station.

The François Bel Foundation, named after the wildlife photographer François Bel, also provided support. The grant allowed us to purchase various materials in addition to two editing stations.

Numerous practical media projects

Numerous projects – both internal and external – ranging from a few weeks work up to the completion of a full-length film and documentary shoot have been undertaken. During the first semester, around 20 documentaries and videos were made for the association. A video was produced for the ILO, a UN agency, about the pilot apprenticeship programme at the School of Hospitality. The crew of 20 third-year students worked full-time during their internship period: they participated in shoots for Cambodian films, over several weeks, as well as filming a documentary on PSE by the French director Pierre Chassagneux...

Support from professional experts

Thanks to the school's partnership with the ENS Louis Lumière, and help from a former film producer, several French experts came to share their skills: three professionals in editing, colour, and lighting. The pedagogical contents these experts shared were then worked up by instructors at the school to develop better quality courses for the students.

Participation at numerous industry events and one-on-one meetings

With the drive provided by the school's new director, Nicolas Sacré, there has been a real boost in involvement and networking with the professional world. This has served to develop the school's network and help students gain a better understanding of market expectations.

Our 2020 graduates

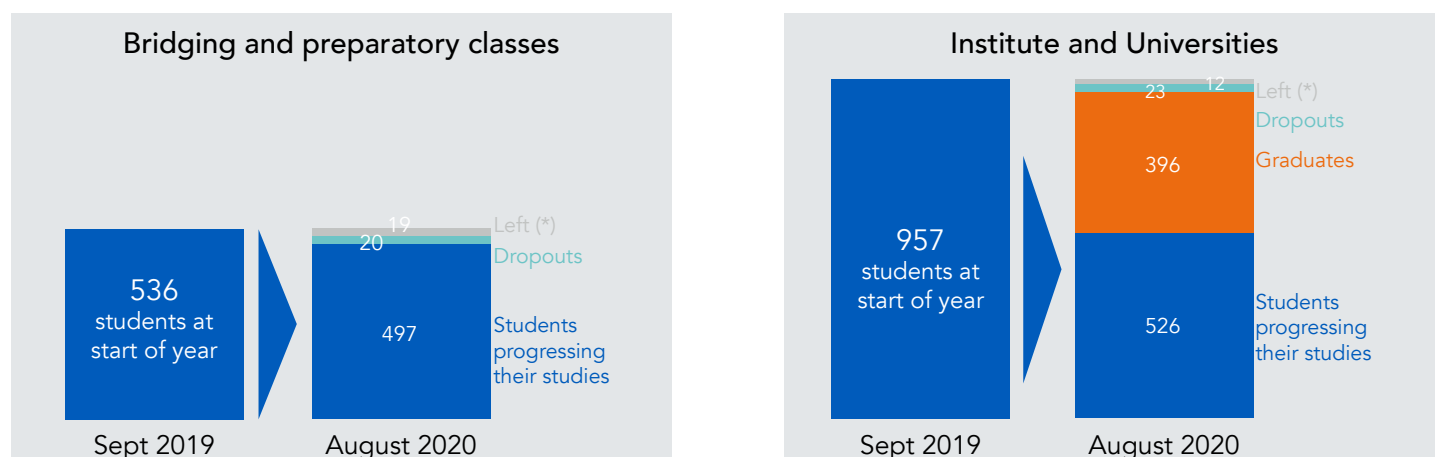
Maintaining student internships and apprenticeships in the final year of study and implementing our distance learning programme allowed students to validate their credits.

396 students graduated in 2020:

- 115 youngsters from the School of Hospitality and Tourism, including 16 youngsters in «Hairdressing and Beauty»
- 152 youngsters from the School of Management and Sales, to which should be added 23 young BTS graduates not counted among our outgoing graduates, as they will be pursuing a Bachelor's degree (BBA) at the Institute in 2020/21
- 106 youngsters from the School of Technical Trades (Construction: 59; Mechanics: 47)
- 19 youngsters from the School of Media



Changes in Student numbers



(*) Left: students who stopped their studies for acceptable reasons: beneficiaries who changed their study plans, students finding «acceptable» employment before graduation

The dropout rate from bridging and preparatory classes was 3.7%, and the rate of overall of departures including those who “left” was 7.3%.

The dropout rate from the vocational training schools was 2.4% and the overall departure rate including those who “left” was 3.7%.

These rates are not final, as the academic year has been extended to December 2020. We anticipate higher final rates, given the impact of the Covid crisis on the children and their families. The Institute’s overall dropout rate is expected to be around 9%, from September 2019 to December 2020.

State exams have been delayed until November 2020.

National Exam Results

All the training courses provided by the Institute are recognised by the Cambodian Ministry of Labour and Vocational Training and our students pass the state exams that allow them to validate the value of their training for the job market.

DIPLOMAS	EXAM DATE	NUMBER INSTITUTE CANDIDATES	PASS RATE
“Technical Vocational Certificate” (equivalent to CAP or BAC PRO in France) State final exam level C3	September 2019	264	90%
“Bachelor in Business Administration” (degree)	September 2019	19	100%
“Technical Vocational Certificate” (equivalent to CAP in France) Final state examination at C2 level	January 2020	275	97%

This year, due to Covid, the state exams scheduled for May and September were postponed to November 2020.

Graduate Survey undertaken in December 2019

Three months post-diploma

The survey was conducted among the 336 graduates from 2019 from three of the Institute's schools: the School of Hospitality and Tourism, the School of Management and Sales, and the School of Technical Trades.

98% of the graduates, or 329 young people, responded to our survey.

90% of our graduates were employed, three months after graduation.

Their average monthly salary was US\$200, which is 9.9% higher than the reference minimum monthly salary in Cambodia, which is based on that of skilled employees in the textile industry (US\$182 in December 2019).

Tips and various benefits need to be added to their salaries, especially for young graduates in the hospitality industry, these are difficult to quantify.

Graduates of the School of Hospitality and Tourism's "Receptionist" course, the first to benefit from our apprenticeship pilot in 2018/19, earn an average salary of US\$269. A remarkable result, which helps to confirm the value of apprenticeships, a field in which the Institute is a frontrunner and innovator in Cambodia.

1 year after graduation

80% of our graduates from 2018, 335 out of the 420 graduates from our schools and external higher education courses responded to the survey.

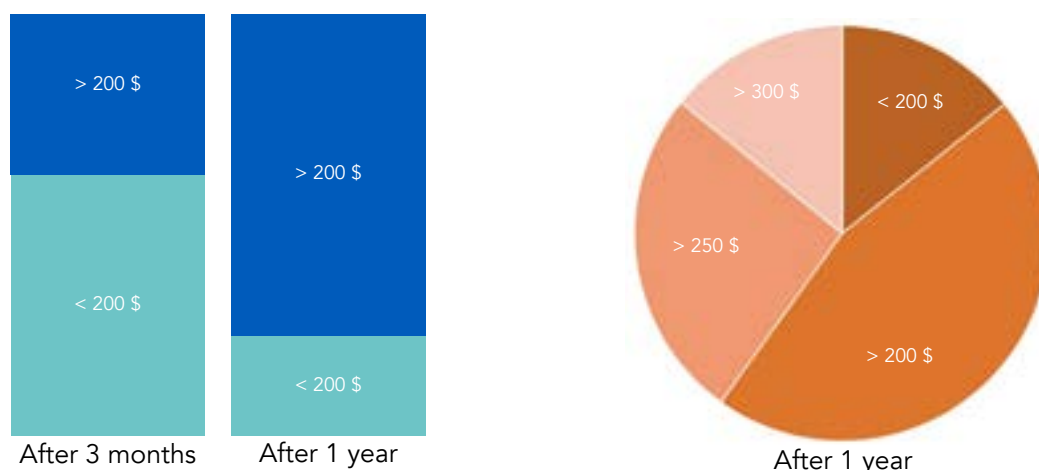
97% of our graduates were employed one year after graduation.

Among the 3% without a job (11 graduates), 5 are pursuing other graduate studies.

Their average monthly salary is US\$288, compared to the US\$200/month salary of the recent graduates from 2019.

Comparing the salary ranges achieved by our 2018 and 2019 graduates highlights the favourable salary progression experienced by our "alumni". 76% of our graduates have increased their salaries.

- The share of the salary range \leq US\$200 decreased from 62% to 24%.
- The share of the salary range $>$ US\$200 increased very strongly from 38% to 76%, becoming a large majority.
- 57% of 2018 graduates earn more than US\$250
- 31% of 2018 graduates earn more than US\$300 (compared to 7% for 2019 graduates)



FOOD AND HEALTH

Nutrition



More than 6,000 meals were distributed every day until schools, including PSE, closed in mid-March.

Following the school closures, PSE still carried out its objective to feed the children by distributing food boxes to the most vulnerable families supported by PSE. (see p. 7).

Medical Programmes



The medical department, which is made up of 13 people (nurses, doctors, dentists), has been reorganised to adapt to the country's evolving health system, whilst still responding to our beneficiaries' needs.

3 infirmary buses ran on a daily basis to visit villages, community centres ('paillotes') and state schools attended by our beneficiaries. However, as our families have been gradually moving further to the outskirts of Phnom Penh, and there are frequent traffic jams, the bus journeys were getting longer, which limits the time for interventions on site.

Over the last few years a social protection system has been gradually set up in Cambodia. Alongside the scheme for employees in the formal economy and civil servants, the poorest populations can now benefit from the "health equity fund", which is freely available but offers limited coverage. Our social team provides information to our families in order to direct them to clinics and maternity hospitals - when they are available nearby, which is not always the case - and which can provide free (at least, currently) basic care.

These changes and constraints has led our medical team to stop the visits by two of our infirmary buses to state schools. A third bus continues to circulate to provide care to children in our "paillotes" in Phnom Penh and its outskirts. This bus continued to circulate throughout the year, including during the period between March and August when the schools were closed. In future it could also cover regions where families do not have close access to clinics. The bus for dental treatment has also stopped running.

Our central infirmary, in our Phnom Penh Centre, continues to operate: medical consultations, medical monitoring, hospital referrals, vaccinations, prevention, dental treatment. The doctors and nurses have adjusted their working hours to align to the school opening hours, between 7:00 and 12:00 in the morning and between 13:30 and 17:30 in the afternoon. Two people are available until 19:30 for our boarders and for our children with disabilities. The team can be reached 24/7 for emergencies and continue to refer severe cases to hospital and follow up on them.

Since the schools closed on 16th March the medical team has carried out their activities over the telephone and by going directly to the families, if needed, as well as providing medical follow-ups for our children with disabilities. The team has also participated in disinfection campaigns (in our Centre, in the “paillotes” and in certain villages).



Psychological support

The department in charge of extra-curricular activities has taken over the responsibility for the psychology team. The development of a risk prevention programme directed to the students (risk of school drop-outs, challenging behaviour, dependencies, etc...) has been initiated, in close collaboration with the staff from the boarding school. Based on an initial general study of the pedagogical team, the psychology team has identified dozens of children with specific learning disabilities; they are working on a plan of action for next year, aimed at providing educative support to these profiles, more adapted to their pace of learning and development.

The psychologists assist the social team with interviews with parents who face difficulties with their children.



The reorganisation enables the psychologists to work on a dual approach, therapeutic and educative – which are complementary – with a closer relationship with educators from the ‘Entre-Deux’ programme, aimed at young children with a high risk of dropping out of school. From September to mid-March (before the school closed), 60 children were taken on board and monitored: these children joined the ‘Entre-Deux’ programme for one to two weeks, with an adapted pace and specific activities (sport, music, manual labour...), in order to develop a personal project. 56 of them resumed their studies while continuing to be closely monitored at the time; 4 others abandoned their studies.

Lastly, a training programme (child and teenager development) has started for educational staff members, and maintained during school closures from mid-March (for example, on child abuse prevention). The psychologists also went to visit the families along with the medical team to provide support, listen and advise families who need it.

Mother and Child Protection

25 children, from a few months to almost 4 years old, were taken care of in our nutrition centre. Forty other babies for whom breastfeeding is either impossible (abandonment, illness, etc.) or difficult (exhausted, isolated mother, etc.) have benefitted from the distribution of milk at home. From March 2020 onwards, the PMI team continued to look after the babies, prioritising those who were younger than 2 years old, by visiting the families directly once a month.

The PMI team also supported pregnant women in quarantine, organised hospital deliveries, and promoted breastfeeding to 20 mothers with specific support.

Finally, the PMI team conducted a nutritional assessment campaign among the children attending the pailotes. Many of our families have difficulty providing an adequate diet, both in terms of quality and quantity - to their children, this challenge has been dramatically amplified by the health crisis. Our campaign made detected 65 children under the age of 5 suffering from malnutrition, the meals they received were insufficient. A programme of specific medical follow-ups and food supplements will be organised for these children starting in January.



Adapted Education Section (SEA)



We welcomed 26 children in two groups: 6 in integration class level 1 for children with severe disabilities and limited autonomy, and 20 in integration class level 2 for children likely to have a reasonable level of autonomy including in their professional lives. The goal of this programme is to enable children with disabilities to have access to school-based learning, cognitive, motor and sensorial stimulation activities, to develop their interaction skills, communication and autonomy, whilst benefitting from specific care.

The programme cooperates with "Action Cambodge Handicap", an NGO, and other partners like our social service team, to provide career guidance for the older children.

The children had to return to their families following the closure of the school. The team visited each child at least once a week. They provided learning activities for the children, and accompanied and trained the families in the care and use of adapted materials. They made sure that the children maintained their medical follow-ups in the best possible conditions.

The "Source de Vie Foyer" welcomed 16 children of which:

- α 7 are in full-time care (day, night, weekend);

- α 3 are in day care only;

- α 6 are in night and weekend care: 4 of them attend specialised classes during the day, and 2 who attend normal classes at our school.

The teams work with the support of health specialists: an occupational therapist, a speech therapist, a psychometrician (volunteers or local external specialists).

Since the closure of schools in Cambodia (16th March 2020) due to Covid-19, different solutions have been provided to offer childcare facilities. The Foyer was not allowed to keep the children in the PSE centre following the Government's decision to close the school.

- α We helped the children return to their families or arranged for them to be welcomed into foster families when they could not be accommodated at home.

α We found a home - “The National Borei for Infants and Children” – for 5 children who did not have an alternative solution. It is a specialised government centre with the appropriate equipment to receive the children. We participated financially.

We also provided additional support to the families, depending on their needs:

α Financial assistance to pay the rent and/or food aid and/or donations of nappies, thanks to the emergency aid plan put in place from April 2020 to help families economically impacted by the Covid-19 crisis.

α Loans of adapted equipment (wheelchairs, moulded seats), learning tools and toys to improve the children’s daily and educational life at home or in the centre.

α Medical or nursing follow-up available, if necessary, and donations of medicines.

One of the youngsters unfortunately died over the summer, they had been very ill for a long time. Two other children went to live in the countryside.

We took advantage of the period of closure to offer training to the team including, among other things, the formalisation of personalised projects for the children. These projects focus on learning, cognitive, motor and sensory stimulation, autonomy and social & family relations.



PROTECTION

Between September 2019 and February 2020, **506 boarders** were cared for by PSE.



At the start of the Covid-19 crisis in March 2020, those boarders who were able to returned to their families. The others were taken in by foster families. A close follow-up was put in place for all children and youngsters who normally boarded at PSE, including twice monthly phone calls. For children in foster care, the team took their temperature twice a day and also contributed to school continuity by providing lessons and homework.

Testimony of Karuna, 18 years old, a Vocational Training student in PSE's School of Management and Sales and a boarder at PSE.



"I board at PSE because I have problems in my family and I cannot live with them. Because of the coronavirus, PSE had to close. Students have gone back to their families but some students who are protected by PSE cannot go back home.

The solution chosen by PSE was to put us in the care of foster families. Today, we are 13 PSE students in this family!

Before, our host family was helped by PSE but now their situation has improved and they welcome us very kindly. We learn a lot from them: how to cook, how to clean, how to do things by ourselves. We also take time to work with the little ones.

I am very happy but I miss PSE: the activities, sports, my room... I hope that after the coronavirus I will be able to go back to PSE."



56 children under 3 years of age were entrusted to childminders and 66 were placed with foster families throughout the year (irrespective of the Covid-19 crisis).

OUR PROJECTS AND INVESTMENTS

Building new classrooms in the Centre

The first school buildings of the remedial school were built over twenty years ago using wood, in traditional Cambodian style. They have been damaged by successive floods and eaten by termites. Last year, we had to condemn two of these old buildings to ensure the safety of the children and we installed temporary classrooms in one of the playgrounds. At the same time, we worked on the reconstruction project. Following a tender process, we appointed the company ASBIC Construction Co. Ltd. Works began in mid-November.

The project includes the construction of two school buildings, with 40 classrooms, two science laboratories and an open plan space for administration staff and teachers, common spaces, circulation spaces, 66 toilets and technical and storage rooms – 3,325 m² in total.

The main block, is an L shaped 3 storey building (G + 2 floors) built on the periphery of the ground. The second block is a single-story building on stilts in keeping with traditional Cambodian architecture in the spirit of the early PSE buildings. The stilts also make it possible to improve the fluidity of movement towards the neighbouring courtyard.

About 1,500 pupils from our general education programmes are going to benefit, directly or indirectly, from this project. Among them are the 700 children from our remedial school and those schooled in state schools, who get extra lessons in remedial schooling at the Centre, on a half-day basis (714 children this year; see p10).

The teaching and administrative team of the “General Education” programme, comprising about 30 people will also benefit from it.



Dismantling the buildings



Demolition of the buildings



Laying the foundations



Progress to 14th April 2020

The various steps of the works went according to plan up to March. The project slowed down after that as a result of the impact of the Covid crisis on the country – supply problems, change of the works teams, more complicated management – and finishing touches which took longer than expected to complete. In spite of this, the impact on the schedule remained under control and delays were kept to a minimum: the completion date was supposed to be mid-December, it was finished with less than two months delay.

The children will be able to go back to school in January 2021 in their new classrooms for the academic year 2020/21.



Progress to 27th April 2020



Progress to 15th May 2020



Progress to 15th June 2020



Progress to 20th July 2020

Project in the process of being financed with the support of foundations, corporates, associations, private benefactors (sponsors) and thanks to support from the PSE branch network.

At the end of August, the following had contributed to financing this project:

▫ Corporates: Amgen, le cabinet Arendt (Luxembourg), BNP Paribas Suisse (programme Help2Help), ICAP (UK), Natixis Asia Pacific (Hong Kong), Pictet through its Foundation Pictet et Cie (Switzerland), IMF through its 'IMF Giving programme' (US), Stelia Aerospace, Qoqa (Switzerland), DOD, MONETA Asset Management, SEK (Spain)

▫ Foundations: Albatros, Amanjaya, Alfred & Eugénie Baur, Etincelle, Grandchamp (Switzerland), Infantia (Switzerland), Jean Think (Luxembourg), Nature et Solidarité 59, Pistorio (Italy) and Haguro Funds.

▫ Associations: Vendys and Solidarikids

▫ PSE Branches: PSE Aquitaine, PSE Bretagne, PSE Paris Ile de France, PSE Languedoc, PSE Midi Pyrénées, PSE PACA, as well as AB PSE (PSE in Belgium), PSE Germany, For a Child's Smile UK, For a Child's Smile USA, PSE Hong Kong, PSE Switzerland through events and their patrons

▫ The donors who responded to Marie-France des Pallières' call to support PSE, sent in her newsletter.

The private donors and foundations who wish to remain anonymous.

Exterior amenities for the new classrooms

It relates to all exterior works resulting from the building of the new classrooms.

The project includes:

- Creation of a retention basin to protect the land from torrential floods which occur every year during the rainy season,
- Building of a new surrounding wall sufficiently wide to allow access to the fire brigade, as part of fire protection measures,
- Creation of exterior circulation spaces to provide access to people with disabilities,
- The landscaping of the areas around the classrooms.

Works started in February and are being carried out by the company ASBIC Construction Co. Ltd as well. The retention basin and the new surrounding wall have been completed. The exterior circulation spaces and landscaping are due to be finished by November/December.

The project is in the process of being financed. Here are the organisations that had contributed to the financing of this project by end of August:

- *Drôle de Editions (solidarity fund raising competition 'Drôle de maths' 2019), the Devoteam Foundation, the company Pectofeed*
- *PSE branches: PSE Aquitaine, PSE Ain-Rhône-Isère, PSE Paris Ile de France through 'La Course des Héros 2020', PSE Alsace Lorraine through their fundraising events.*



Building a retention basin



The backfill of the retention basin was completed in May 2020



Building a new surrounding wall

Installation of the new classrooms

The project consists of providing the furniture for the new classrooms and the equipment that provides access to the internet as well as the video projectors.

This project is in the process of being financed. By the end of August, several contributors had already participated: Société Bas du Fief Joly, Société Tenniort, the Rotay Club of Linselles, PSE Belgian Branch (AB PSE).

Refurbishment of the training restaurant of the School of Hospitality and Tourism.

The 'Lotus Blanc', the training restaurant of the catering school, had not been renovated since 2008. It has to comply with the new norms and expectations of the catering sector so that the students can train in an attractive, modern and functional training restaurant, similar to the type of restaurants we target for them to be employed at a good level of qualification and wages.

200 students from the School of Hospitality and Tourism and the 6 instructors in the restaurant are directly benefiting from the project.

The refurbishment relates to all parts of the restaurant: the main seating area and terraces, the kitchen and the bakery/pâtisserie workshop. Four of the training hotel's rooms, above the bakery/pâtisserie workshop, have also been refurbished.



Progress to 22nd May 2020



Progress to 17th June 2020



Progress to 13th August 2020



Progress to 28th August 2020

The feasibility study was undertaken last year and the call for tenders took place in January. The building work was entrusted to the company ESSARA PROPERTIES Co, Ltd. The building work began in April and will be completed in December. The original timeline scheduled the reopening of the restaurant for November. Despite the Covid crisis which has disrupted the organisation of the building works, in spite of the heavy monsoon rains this year and final touches, which took longer than expected, our students will be able to train in the new 'Lotus Blanc' from the outset of the new 2020/21 academic year.

The project is in the process of being financed. By the end of August several organisations had already contributed to the financing of the project: PSE branches – PSE Luxembourg and For a Child's Smile UK – through their fundraising events, the company Bolze&Moggies (Bobbies brand) through its solidary sale.

Equipment of the training restaurant for the Hospitality and Tourism School

With the refurbishment, a few pieces of equipment must be renewed as well as new assets: furniture for the restaurant and the terraces, equipment and materials for the bar area and for the reception in the restaurant, for the kitchen and for the bakery/pâtisserie workshop.

We asked four restaurant equipment suppliers to make the best recommendation, taking into consideration their references, based on price, quality, maintainability and customer service.

The furniture and equipment will be installed in November/December.

The project is in the process of being financed. By the end of August several organisations had already contributed to the project: PSE Luxembourg, PSE Nord for the equipment and materials for the bakery/pâtisserie workshop, the company Bolze&Moggies (Bobbies brand) through its solidary sale.

Moving our sewing workshop

The 35 seamstresses employed by the workshop benefit from qualified and sustainable employment. They produce 15,000 uniforms a year for the children and youngsters who benefit from our programmes. They also produce school and work uniforms for local companies, and some ready-made clothes and small textile bags for ethical commerce and the PSE shop called on by the Phnom Penh Centre visitors.

The workshop was situated in a rented building whose levels of hygiene and security have degraded over the last few years. Moving it to our OBK campus has allowed staff to work in better conditions at a lower cost.

The tenders to construct the building took place in January. We chose the company Samnang Peanich Construction Co. Work took place between February and August and was completed at the end of August.

This project was financed by PSE with the support of Hermes Asia Pacific and PSE branches PSE Hong Kong and For a Child's Smile UK.



Construction of the new workshop View from the OBK Campus

Our seamstresses in the new workshop

Refurbishment of the volunteers' house

Every year, we welcome international volunteers who bring operational support to our teams in Phnom Penh. They are lodged in the houses of the old student home in our Centre – the students now live in the boarding hall.

The houses also allow us to offer an independent dwelling for young Cambodians with disabilities, who are benefitting or who benefitted from our programmes. So far there are two.

We undertook some improvement work in four of our houses to complete their refurbishment – the first building work had taken place in 2017/18 – and to make those on the ground floor accessible for people with disabilities.

This work was financed with the support of our branch PSE Luxembourg.

Project to improve the libraries



The project, which began last year in collaboration with the charity Sipar, includes a total of 8 "reading corners" and 3 libraries. It will benefit about 3,000 children and youngsters in our different programmes: those from our six community centres in Phnom Penh (our "pailotes"), the students of the School of Management and Sales and those in the bridging and preparatory classes, and all those from our general education programmes who come to study at the Centre. Two "reading corners" benefit the children as part of their after-school activities (ECAP) and the boarders.

In total, nearly 2,700 books were bought. The 'reading corners' were refurbished. 13 library assistants have been trained to the new management software and all the books have been codified.

Thanks to these improvements, the children have been able to benefit from the libraries and "reading corners" since the beginning of the year. The school closure in mid-March didn't allow us time to launch our campaign to promote reading that we wanted to undertake during the second semester. It has been postponed to next year, as has the development of the new activities organised for them by the library assistants.

This project has been financed by the foundation Pistorio and our branch PSE Luxembourg.

New specific material for the children of the Foyer "Source de Vie"

This project was realised by two volunteer occupational therapists who came one after the other to Phnom Penh. With the support of our medical team, they worked in collaboration with the company FIZIC and the NGO EXCEED Worldwide to supply specific material to provide more autonomy and comfort to the children of the Foyer "Source de Vie". The NGO EXCEED Worldwide donated the material which they supplied.

Over the two years of the project, the children for the Foyer "Source de Vie" have been provided equipment to meet their specific needs. We acquired wheelchairs, custom moulded seats to avoid orthopaedic deformations. The material is of high quality for long-term use.



Our partners have helped us with their advice about use the equipment, the children's positioning and techniques to transfer.

Moreover ten custom-made beds were built by a local artisan following the evaluation of the specific need of each child; we equipped the beds with made to order anti-bedsore mattresses and foam protection barriers where necessary.

We lent the material to families, when the majority of the children from the Foyer Source de Vie went back home (or to foster families), as required by the response to the Covid crisis (see p31), and we accompanied them with advice and simple documentation that we wrote ourselves. A regular follow up allows us to check and readjust the material if necessary.

Project financed by PSE branch AB PSE (PSE Belgium) and by the fundraising Gala Assosolidaires organised by the Company E-Volve.



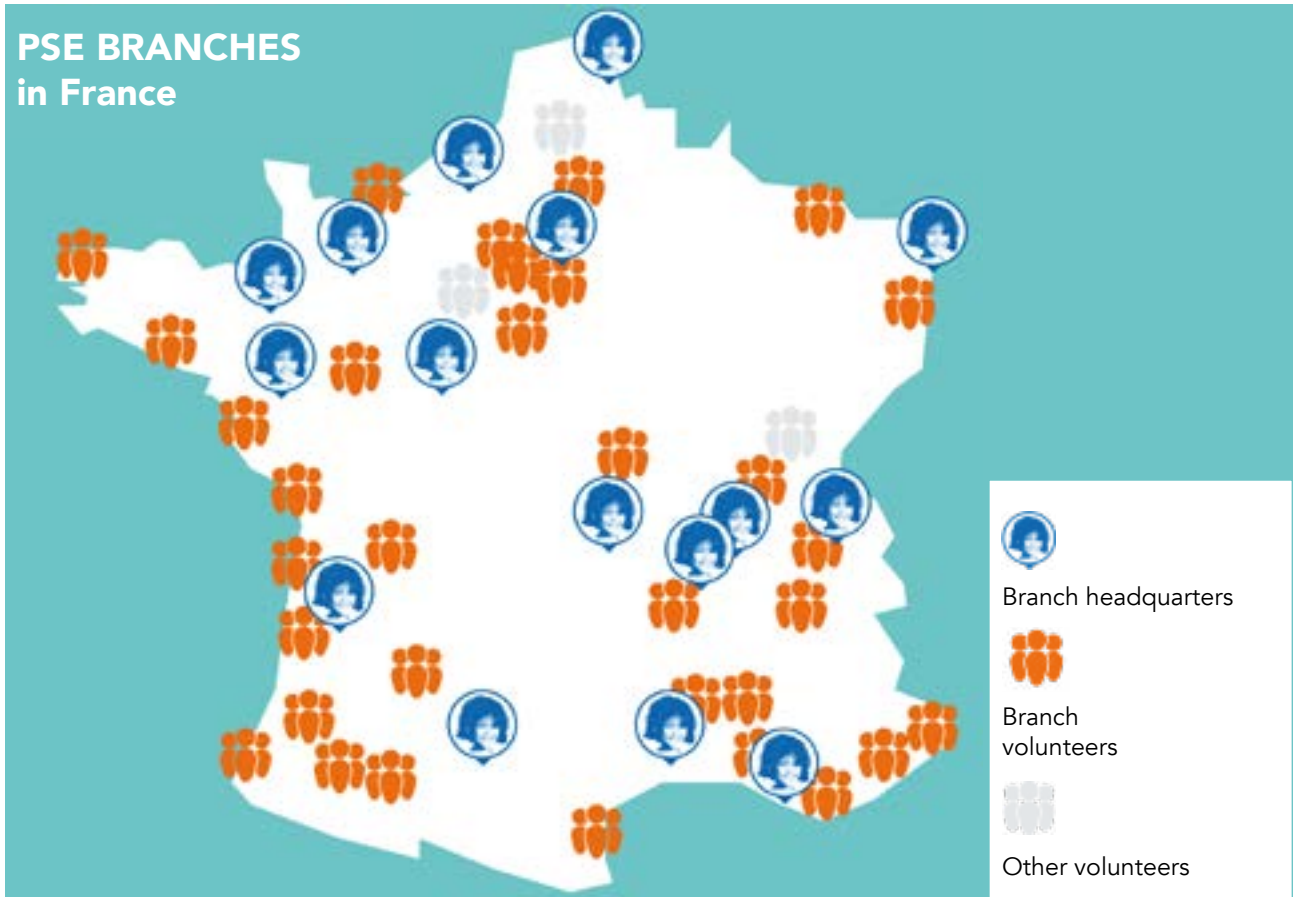
Manufacture of Sochhey's moulded seat

NETWORK & VOLUNTEERING

For over 25 years, volunteering has been an essential element of PSE: more than 300 volunteers are involved in the big PSE adventure! Most volunteer with a network of 25 PSE branches and support posts.

Volunteers organise many actions, in groups or individually, to spread the word about the situation of the children we take in, how PSE accompanies them, to fundraise...

Of course, the approach for the 2019-2020 year has been severely impacted by the health crisis, we had to stop all events that had been planned from March onwards.



PSE branches around the world



GERMANY
KinderlaechelnDeutschlandPSE



HONG-KONG
PSE Hong-Kong



BELGIUM
Action Belgique Pour un Sourire d'Enfant



LUXEMBOURG
PSE Luxembourg asbl



SPAIN
Por la Sonrisa de un Niño



UNITED KINGDOM
For a Child's Smile UK



UNITED STATES
For a Child's Smile USA



SWITZERLAND
PSE Suisse

A wonderful dynamic

Thanks to the hard work of our network many projects were completed, between September 2019 and March 2020: “traditional” projects (theatre shows, concerts, Christmas markets, gifts, meals...), “local” projects (collecting and selling olive oil in Aix-en-Provence, supermarket operation in Aquitaine) as well as new projects (grape picking in Aude, the Ugsel race in Haute-Savoie...).

After the success of the first edition of the “Smiles in Choir” concert (in Lille, at the end of 2018), ten branches also organised fundraising concerts uniting several school choirs in support of Children’s Rights. The concerts, between November 2019 and March 2020, were very successful.



Impact of Covid: the reed bends but doesn't break!

Health measures including the lockdown led to the cancellation, of the second volunteers’ trip to Phnom Penh – members of our branches had planned to “immerse” themselves at our Centre – and then of most of the events planned from March onwards. Among them, notably, was the 5th edition of the French Theatre Festival – a huge event organised by the PSE Hong Kong branch – and, of course, the traditional tour of our founder! A circuit with 23 events had been planned, going to new locations in France, such as Deauville, Nevers, Niort, St Jean de Luz... and also to Switzerland and London.

Volunteers then rallied to continue the campaign to fundraise for food-baskets on social media (cf p.42). After the lockdown, certain events could still be organised while respecting health measures: a golf competition in Pornic, an exhibition and sale of paintings and a dinner (tables seated by family) in Carnac... volunteers organised online charity events too: yoga classes in Brittany, living room concerts in Marseille, family events in London.

A major event in which PSE has participated in since 2015, the Race for Heros (Paris, Lyon, Bordeaux) was held online. 87 participants fundraised and completed a sporting challenge online on 28th June. Since only a handful of events were possible during this period, each and every volunteer outdid themselves in helping us reach 90% of our fundraising target! A beautiful sign of everyone’s engagement and commitment. The funds raised were used to help PSE prepare for the new conditions, new playgrounds so that children could play and benefit from shaded areas, systems for avoiding floods, so that children don’t find themselves with their feet in the water, new access for children with disabilities...



COMMUNICATION

A campaign of solidarity at Christmas!

PSE collaborated with three brands – Krama Heritage, a long-time collaborator, the Bougies de Charroux, and Une Petite Broche, to offer solidarity gifts for Christmas 2019.

Each of these three partners supported PSE by donating a portion of their profits to the association.

A dedicated page was set up on their websites as well as publications on their social media feeds that promoted this initiative.



The 2020 annual tour cancelled



Each year, Marie-France des Pallières, the founder of PSE, goes to France to talk about the situation in Cambodia and find new sponsors: it is the PSE Annual Tour. This year, Marie-France had intended to come accompanied by Karuna, a young student in the School of Management and Sales, for 23 evenings in France, Switzerland and UK.

We decided to cancel the tour after the sanitary crisis had evolved and lockdowns had begun. This cancellation was particularly worrying since the annual tour is traditionally the opportunity to convince new sponsors to join the PSE family.

For the first time in several years, the number of sponsorships stopping outnumbered the number of new sponsorships. We are coming up with new ways to attract sponsors that are compatible with the sanitary measures, such as online events in October 2020.

A new way of communicating during the Covid-19 crisis



(*) *Protect the lives of others give meaning to mine*

A campaign for emergency funds was launched on social media

A fundraising campaign was launched on social media to finance our emergency aid initiatives – to provide help to the poorest Cambodian families that were most affected by the Covid-19 crisis. Several celebrities including Patrice Leconte and Philippe Geluck supported the campaign.

A page dedicated to this fundraising has also been set up on the PSE website and an email was sent to communicate about this campaign with donors. The branches, volunteers, former volunteers and many sponsors rallied to help this campaign and disseminate within their networks. That is the power of the PSE family!

More than 2,500 food-baskets were financed by this campaign, thanks to everyone's support. A third of the donors had not donated to PSE before.

The engagement of Patrice Leconte and Philippe Geluck to help the poorest in Cambodia



"Today, the consequences of Covid are terrible, and PSE is committed to finding a solution. In this case, daily food-baskets to save more than 1,700 families. It is a question of survival for these families. Everyone can contribute, you, me, everyone!"

Patrice Leconte, director and PSE sponsor



"During this coronavirus crisis, many people have suffered, and particularly the weakest among us. So let us show solidarity! LE CHAT and I are requesting something very simple: make a donation to PSE to help one or several families on the other side of the world."

Philippe Geluck, author of LE CHAT.

Staying in touch with sponsors and donors

Two emails were sent, on 27th March and 7th May, to sponsors and donors to inform them of the situation in Cambodia and to provide news of the children, on top of the quarterly newsletter by Marie-France des Pallières, the founder of PSE.

The Phnom Penh express, an innovative challenge for the Race for Heros 2020

Because of the health crisis, the Race for Heroes proposed an online version this year (cf p. 41).

For this solidarity event, former volunteers in France and Spain – the Spanish were mainly volunteers for the summer camps – decided to give themselves a sporting challenge: cover the distance between Paris and Phnom Penh, a total of 12,000 km, by adding together the distances run by each person!

Each week, participants on the "Phnom Penh Express" walked or ran several kilometres to reach their objective.

This action allowed young volunteers to stay motivated despite the summer camp being cancelled. A great and innovative initiative!

PHNOM PENH EXPRESS
UN DÉFI SPORTIF ET SOLIDAIRE

SOUTENEZ LES CAGNOTTES DU PHNOM PENH EXPRESS !

À ce jour : 9 172 km parcourus et 13 278€ récoltés
Objectif : atteindre Phnom Penh avec 20 000€ !!!

Choisis ton challenge et
sois-le à atteindre un objectif !

JULIE, SOPHIE, FAYOLLE, JULIE, MARIONNE, CAMILLE, PAUL, JEAN

PSE's website and social media are constantly evolving

Lots of new content has been created by the communications team in Phnom Penh – articles, videos, profiles – to contribute to the website and social media.

On social media, PSE has gained many new followers throughout the year: more than 1,000 on Facebook, close to 800 on Instagram, and nearly 900 on LinkedIn.

In France and Cambodia, a move towards digital fundraising



The donation platform on PSE's website has evolved and it is now possible to make donations in other currencies than the Euro. Special pages for our campaigns have been updated regularly.

On Facebook, PSE now has a new tool to help fundraising through crowdfunding for special occasions like birthdays or births...

In Cambodia, PSE is now registered with ABA Bank, the biggest banking network in the country, which allows Cambodians to easily make donations to the association.

PSE in the media



During the concerts for "Smiles in Choir" (cf p. 41), many articles were published in the regional press, such as La Voix du Nord, La Voix du Jura, and even L'Alsace.

Events organised by PSE branches were covered by local press. Articles about PSE were published in Ouest France and Sud Ouest.

A new film for PSE

In collaboration with the students at the Media School at PSE, Pierre Chassagnieux, a director of professional documentaries, directed a 20 minute film "To Continue to Smile".

Filmed in December 2019, the film describes PSE's approach to helping children from destitution to a vocation, through the individual stories of three children taken in by the association and of Leakhéna des Pallières, Deputy Managing Director of PSE.

The film was edited in France by Aloest Productions, a company owned by Xavier de Lauzanne and François-Hugues de Vaumas, respectively the director and producer of the film "Les Pépites".

The music was composed and gifted to PSE by Gabriel Cazes, a friend of Pierre Chassagnieux.



PARTNERSHIPS

Strong engagement in our construction and renovation projects at the Phnom Penh Centre

Many foundations and businesses helped us meet the challenge of financing the new classrooms project and the renovation of our training restaurant (cf p. 34), responding to our fundraising call relayed largely through our volunteers in the branch network; many of them are loyal partners of PSE, others we welcomed as new sponsors.

Among the initiatives to mobilise businesses was our project to construct new classrooms, the QoQa society in Switzerland conducted an online fundraiser with its clients, to finance bricks for the school's construction, on the occasion of a "Solidarday" and "Black Friday". In the UK, ICAP selected PSE and its project as one of the beneficiaries of the "Global ICAP Charity Day" it organises every year. The first edition of the Olympiads organised for the employees of Stelia Aerospace also provided a generous donation to our project.

Our corporate sponsors follow the progress of the construction thanks to reports we send them every two months.

We also saw a beautiful mobilisation around our project to renovate our training restaurant for the School of Hospitality and Tourism.

Covid Crisis: our partners were right at our side to bring emergency aid to our families

The IF, Albatros and Herbalife Nutrition foundations contributed to the financing of our emergency aid plan for the families most affected by the crisis, which was put in place from April onwards (cf p. 7).

Our corporate sponsors engaged in long-term partnerships

We renewed our partnership agreement with the Norauto Foundation for three more years, the company has worked with our school of mechanics since it was created in 2005. Norauto and its foundation bring financial, technical and human support to the vocational training programme for our young car and motorcycle mechanics, which allows them to easily find a job and integrate themselves into society.

The Swiss Foundation Albatros also renewed its support for three years, helping our students in the School of Management and Sales.

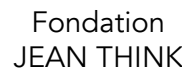
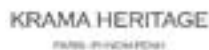
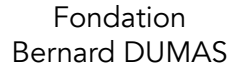
Our partnership with the Real Madrid Foundation has also been renewed. The activities of the football club in our ECAP programme (extracurricular activities) work on a model of socio-sportive schooling that is promoted by the Foundation, thanks to its support, which includes training from its instructors.

Competent sponsorship



The company TT Géomètres Experts has brought precious aid to our technical services in Phnom Penh since 2018, by sharing its skills and knowledge. In February, two collaborators came on a mission to make topographic maps, model development plans, and did some tests to plan our plumbing. This work helped our plans for the renovation projects for the training restaurant for our School of Hospitality as well as for the construction of new classrooms for our school.

Thank you to our partners and corporate sponsors



And to our partners of



GOVERNANCE & MANAGEMENT

In France

The Covid-19 health crisis and the confinement from March to May 2020 resulted, exceptionally, in the postponement of our AGM from 28th March to 26th September 2020.

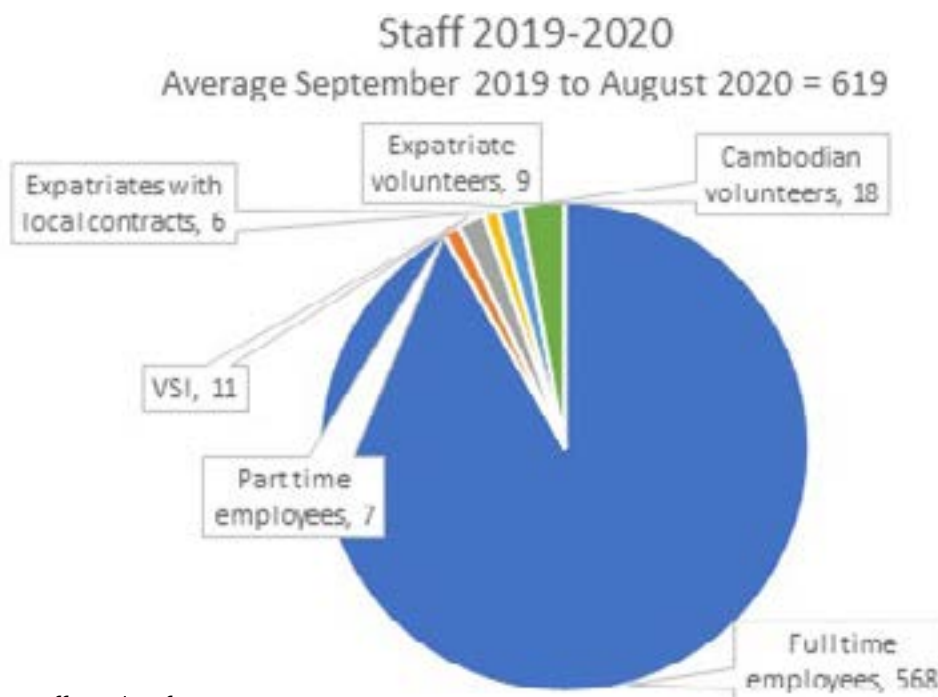
Following the award of the IDEAS Hallmark in 2018, the year 2019-2020 saw the implementation of the post-award monitoring by two volunteer advisors, as part of a continuous improvement process.

The Audit Committee continued its work this year, starting with support to the internal control team for the follow-up of audits carried out in previous years (state schools, IT security, volunteering). An audit of the medical department was carried out. A management control system was set up in Cambodia in February 2020. The Audit Committee also carried out an audit of management expenses (February 2020) and issued its opinion on the annual accounts (2018-2019) in March 2020. A qualified external expert joined the Audit Committee in April 2020; the committee is now composed of three directors and one external expert. It met four times during the 2019-2020 financial year.

The implementation of a new finance - procurement ERP system (ODOO) was successfully completed in June 2020. This new tool simplifies many tasks covering procurement, accounting and the annual consolidation of accounts, while improving our monitoring, analysis and cost control capabilities. This changeover coincides with the adoption of the new accounting plan n°2018-06 of 5 December 2018 by the Association, for its 2019-2020 accounts, relating to the production of annual accounts by non-profit legal entities under private law, applicable to associations concerned from 1 January 2020. Our analytical approach to the «cost per child» has also been reviewed (see “financial summary”).

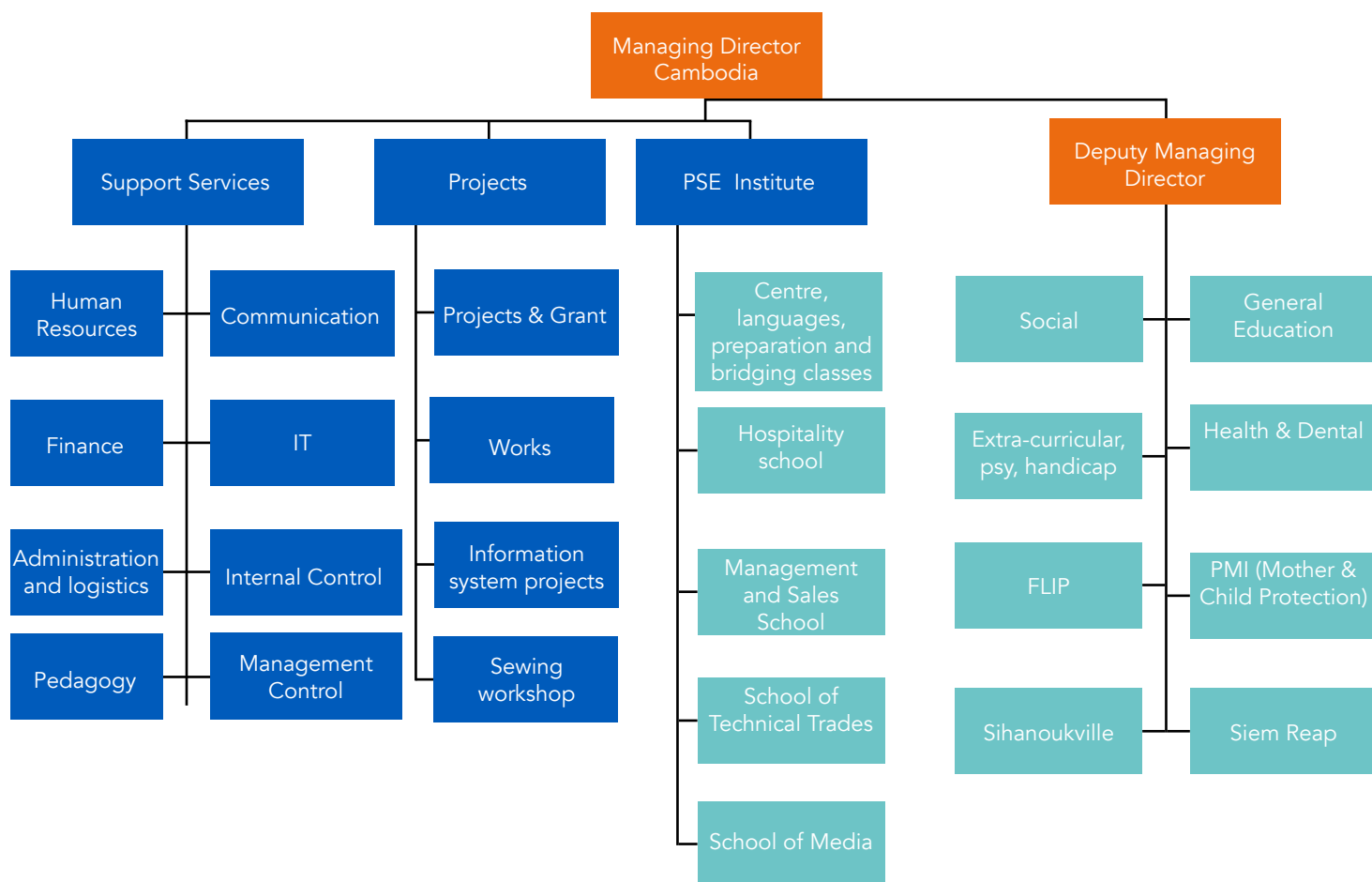
In Cambodia

619 staff (average between September 2019 and August 2020) work in Cambodia to carry out our social missions and ensure their quality. 96% of the staff are Cambodian. The number of employees has reduced slightly compared to last year.



Plus staff paid in fees: 56

The new management team overseeing our activities in Cambodia, Christine Gaulier (Managing Director) and Leakhéna des Pallières (Deputy Managing Director) have created a new organisation structure:



The Board of Directors decided to keep paying the salaries of all the staff in Cambodia during the period the Centre closed from March 2020. The social service, medical and teaching teams were mobilised to provide follow-up and distance learning for the students, and the new procurement and finance system was implemented. This period was also used to undertake a number of staff training sessions (see p. 15).

Finally, the closure of the Centre provided an opportunity to carry out numerous small maintenance and upkeep jobs. Staff from the canteen, the pailotes and ECAP helped the maintenance team. On the programme there was painting, cleaning, repairing broken chairs and desks, creating a garden for the boarding school ...



FINANCIAL SUMMARY

The consolidated cost per child per month across all programmes was €75.9 (US\$85.1) (*) using an exchange rate of €1 = US \$1.120924. The number of beneficiaries is down 6.3% compared to the previous year.

The cost is 2.1% lower than the previous year (€77.5), due to lower expenses due to the closure of the Centre from mid-March because of the Covid-19 crisis.

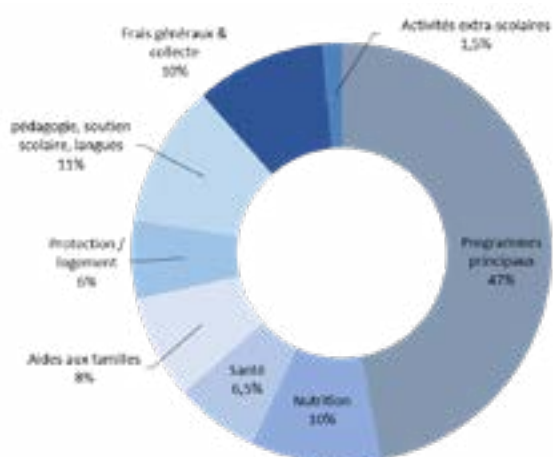
The methodology to calculate the cost per child has changed this year, as we switched over to the new accounting system, to better reflect the true costs of each programme. The cost of 'support services' (1) has been allocated to all programmes, including joint programmes (3), previously they were allocated to the key programmes only (2). The allocation of 'support services' has changed from being based on the pro-rata by number of children to being based on the programme budget relative to the overall budget of all programmes (core and joint).

The cost of the sewing workshop and shop as well as small investments and projects are not included in the cost per child.

Average monthly cost per child	Day care centres / nurseries	Schooling in state schools	Remedial schooling	Vocational training
By key programme (*)	78,4€	34,7€	119,2€	148,8€

(*) Including programmes in Phnom Penh and the provinces of Sihanoukville and Siem Reap. Excluding specialised programmes.

Breakdown of consolidated cost per child, across all programmes 2019-2020 (rounded)



Overheads and fundraising costs represent 10.3% of our operating expenses, a higher proportion than the previous year, mainly due to lower expenditure on social programmes, as the Centre was closed for several months.

Sponsorships are our primary source of funds.

PSE's accounts are audited on an annual basis by Michel Llorens, a Statutory Auditor based in Sèvres. The auditor's report, the full accounts and a summary note from the Treasurer are available on our website: www.pse.ngo.

There was no expenditure on the 2020 Summer Camps as they were cancelled due to the health crisis.

(1) Support Services: local general management, finance, HR, IT etc.

(2) Principle Programmes: Schooling, Vocational Training, Community Centres, districts, specialised programmes (PMI, childcare, special needs department, FLIP)

(3) Joint Programmes: health, food, help for families, protection / housing, extra-curricular activities etc.



PSE POUR UN
SOURIRE
D'ENFANT

de la misère... à un métier !

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