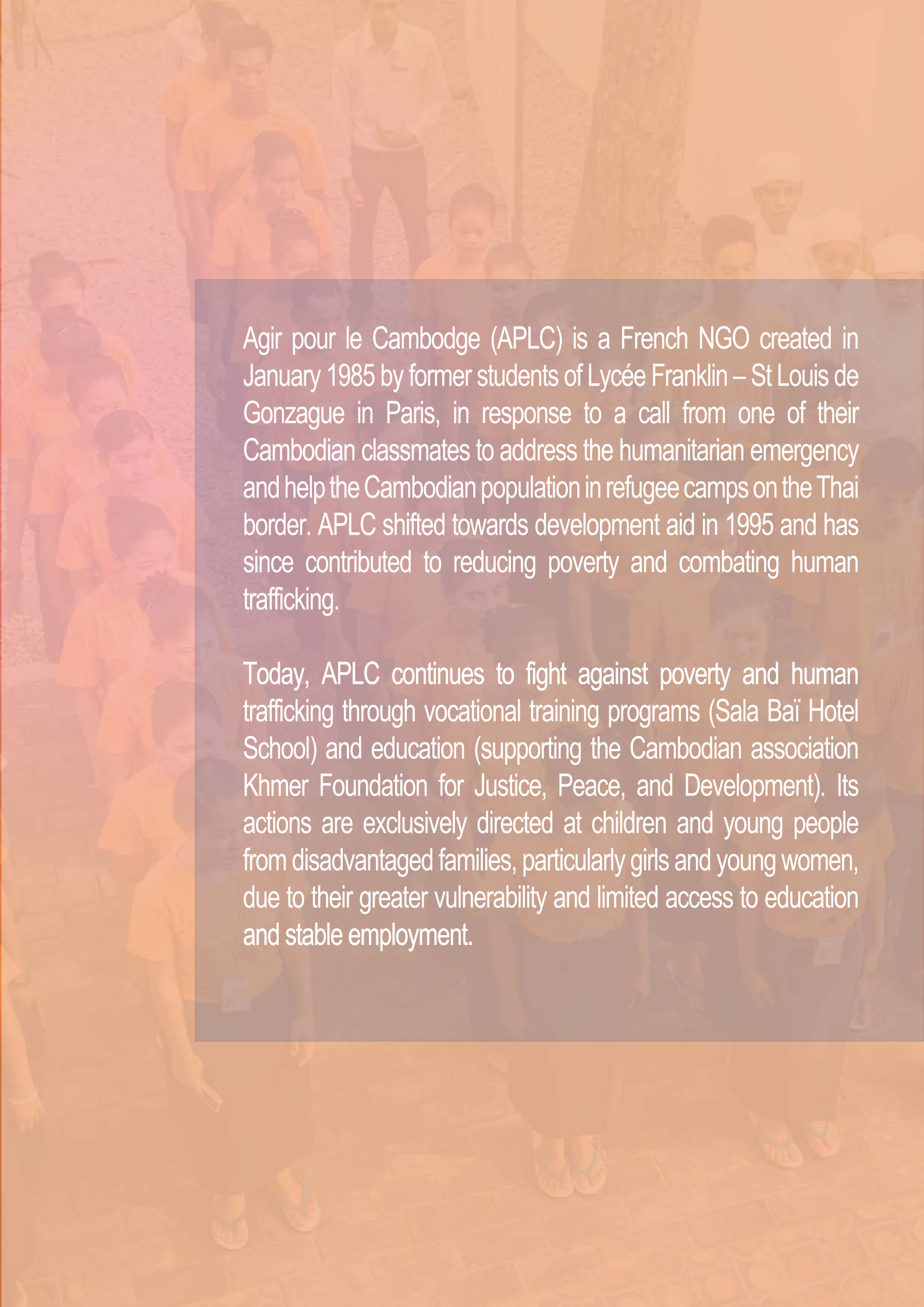


ACTIVITY REPORT

AGIR POUR LE CAMBODGE

A group of children in orange school uniforms standing in a line outdoors. The image is overlaid with a semi-transparent dark blue rectangle containing white text.

Agir pour le Cambodge (APLC) is a French NGO created in January 1985 by former students of Lycée Franklin – St Louis de Gonzague in Paris, in response to a call from one of their Cambodian classmates to address the humanitarian emergency and help the Cambodian population in refugee camps on the Thai border. APLC shifted towards development aid in 1995 and has since contributed to reducing poverty and combating human trafficking.

Today, APLC continues to fight against poverty and human trafficking through vocational training programs (Sala Bai Hotel School) and education (supporting the Cambodian association Khmer Foundation for Justice, Peace, and Development). Its actions are exclusively directed at children and young people from disadvantaged families, particularly girls and young women, due to their greater vulnerability and limited access to education and stable employment.

SUMMARY

GREETINGS FROM THE PRESIDENT	04
SOCIAL & ECONOMIC SITUATION IN CAMBODIA	05
A- ECONOMIC FOCUS	
B- FOCUS ON YOUTH	
C- FOCUS SUR GENDER INEQUALITY	
D- FOCUS ON TOURISM	
HIGHLIGHTS OF THE YEAR 2023	09
INTRODUCTION TO SALA BAÏ - HOSPITALITY SCHOOL	13
A- A VOCATIONAL TRAINING PROGRAM	
B- COMPOSITION OF COHORTS 19 AND 20	
C- EMPLOYMENT STATISTICS	
D- SALA BAÏ, A GREEN SCHOOL	
E- THE ACTIVITIES OF THE APPLICATION STRUCTURE	
F- ENHANCED MEDICAL SUPPORT	
G- SALA BAÏ AND THE SUSTAINABLE DEVELOPMENT GOALS	
H- STUDY LEAD BY EHL SMILE ASSOCIATION	
THE «FONDATION POUR LA JUSTICE, LA PAIX ET LE DÉVELOPPEMENT»	22
THE ORGANIZATIONAL CHART	23
THE FINANCIAL REPORT	26
MAJOR EVENTS OF 2023	29
PARTNERS OF POUR LE CAMBODGE	30
A- FINANCIAL PARTNERS	
B- HOTELS	
C- NGO	

GREETING FROM CLAUDE COLOMBIÉ

Dear supporters of Agir pour le Cambodge,

The year 2023 confirmed the resurgence of tourism in Cambodia, which welcomed nearly 5.4 million foreign visitors throughout the year, compared to 2.3 million in 2022.

At Sala Bai School, this translated into a notable 20% increase in restaurant attendance, serving over 3,500 covers during its open season from November to June. The number of hotel nights increased by 12%. This allowed students to practice their hospitality training at a steady pace and in real-life conditions.

2023 also marks the first time Agir pour le Cambodge has received financial support from the Cambodian government through the Skill Development Fund Cambodia, a support fund established to assist organizations contributing to vocational training in sectors deemed priorities for the country's economic development, with tourism being one of them.

We are proud of this significant recognition, which acknowledges the commitment and work accomplished on the ground by our teams over the past 20 years, tirelessly working to develop vocational training for the country's disadvantaged youth.

Additionally, we have sought to continue the training and skill development of our teachers. In 2023, six of them benefited from several skill-sharing missions with the arrival of various chefs, including Emmanuel RYON, a Meilleur Ouvrier de France in pastry. Furthermore, our network of Ambassadors in Australia, Friends of Sala Bai Australia (FOSBA), organized and financed a two-week training course for three Sala Bai teachers at Torrens University Australia, Blue Mountains International Management School.

I would like to extend my warmest thanks for your continued support of our actions and the trust you have placed in us.

Rest assured of our commitment, both from France and on the ground in Cambodia, to continue our mission of fighting poverty and human trafficking through education, an essential vector for the development of Cambodian youth.

CLAUDE COLOMBIÉ
Président d'Agir pour le Cambodge

ECONOMIC FOCUS

Over the two decades preceding the emergence of COVID-19 in 2020, Cambodia experienced sustained catch-up growth economically. Currently, Cambodia is considered a lower-middle-income country. However, with the help of free trade agreements to support the breadth of the tourism, manufacturing, and construction sectors in the country, Cambodia is expected to graduate from the status of a Least Developed Country (LDC) by 2030.

The Cambodian government, with technical support from the World Bank, has set a new poverty threshold for the country. This new threshold is set at 10,951 riels per day (approximately 2.7 US dollars), which is just under 1,000 US dollars per year.

2,7\$

**1.2 MILLION CAMBODIANS
LIVING ON LESS THAN \$2.7 PER
DAY**

4,2\$

**50% OF THE CAMBODIAN
POPULATION LIVES ON
LESS THAN \$4.15 PER
DAY**



Rural households remain more disadvantaged in accessing basic services and income opportunities, resulting in a lower standard of living.

80%

**THE POVERTY RATE
AMONG POPULATIONS
LIVING IN RURAL AREAS**

70%

**THE PERCENTAGE OF THE
CAMBODIAN
POPULATION LIVING IN
RURAL AREAS**

2030

**GOAL: LOWER
MIDDLE-INCOME COUNTRY**

6,4%

**THE GROWTH RATE
PROJECTED BY THE IMF
IN 2024**

The country's heavy reliance on a few key sectors, the skills deficit affecting competitiveness, and the lack of infrastructure weakening connectivity are among the many challenges Cambodia must address to sustain its growth and achieve its goals for 2030.

In Cambodia, the incidence of poverty was halved in seven years, including the pandemic years (2014-2021/22).

To stimulate productivity growth in Cambodia, it is essential to address skills shortages and train a "future-ready" workforce. Companies report an increasing skills gap.

FOCUS ON YOUTH DEVELOPMENT

Only a small percentage of 15-year-olds achieve a satisfactory level in important subjects such as mathematics and Khmer.

29%

WOMEN AGED 15 TO 29 HAVE EXPERIENCED PHYSICAL OR SEXUAL VIOLENCE FROM THEIR INTIMATE PARTNER.

24%

YOUNG PEOPLE AGED 18 TO 24 ARE ENROLLED IN SCHOOL.

A NEGLECTED YOUTH?

Rural and cross-border migration in search of economic opportunities is common among young Cambodians. Overall, it is estimated that young people experience more violence and abuse than any other age group, particularly in terms of domestic and gender-based violence. The levels of violence against children can have a greater impact on rural youth, where support services are limited and levels of family dysfunction are higher.



EDUCATION: A MAJOR CHALLENGE

The World Bank's Human Capital Index indicates that a child born in Cambodia today will not be able to fully participate or contribute to the country's future prosperity due to a lack of quality education.

Access to quality education in the public system is limited, and the gap between urban and rural youth does not seem to be narrowing. Pressures, particularly in the provinces, appear to be exerted on young students in the lower secondary education cycle (LSS) to leave school to find employment to financially support their families.

Youth and vocational education represent one of the biggest development challenges in Cambodia. Unemployment stems from a lack of professional skills, leadership, critical thinking, teamwork, attitude, communication, commitment, and life skills (lifestyle, decision-making, basic hygiene), and sometimes from a lack of networks.

However, young people generally seem uninterested in vocational training offered by provincial training centers (PTCs), even when scholarships are available. Short-term technical and vocational training is often rejected in favor of seeking quick gains.

92%

PRIMARY SCHOOL ENROLLMENT RATE FOR THE RELEVANT AGE GROUP (2022)

62%

MIDDLE SCHOOL COMPLETION RATE FOR THE RELEVANT AGE GROUP (2022)

67%

MIDDLE SCHOOL COMPLETION RATE FOR GIRLS IN THE RELEVANT AGE GROUP (2022)

33%

UPPER SECONDARY ENROLLMENT RATE FOR THE RELEVANT AGE GROUP (2021)

FOCUS ON GENDER INEQUALITY

50,5%

PROPORTION OF WOMEN IN THE
CAMBODIAN POPULATION (2022)

116TH

COUNTRY OUT OF 170 - RANKING
FOR THE GENDER INEQUALITY
INDEX

A COUNTRY MARKED BY INEQUALITIES

The Gender Inequality Index (GII) assesses inequalities between men and women by considering three factors: reproductive health, empowerment, and changes in the labor market. In 2023, the GI ranked Cambodia 116th out of 170 countries.

The United Nations Development Programme stated in a report published in March 2024 that the Cambodian parliament has made remarkable progress in this area. It calculated the share of women in parliament, in education, the workforce, and the maternal mortality rate. With 1 indicating total gender inequality and 0 indicating perfect equality, Cambodia moved from 0.679 in 1990 to 0.461 in 2023.

EMPLOYMENT OF CAMBODIAN WOMEN

Women make a significant contribution to the Cambodian economy: 62% of them have micro-enterprises, and 26% have small and medium-sized enterprises. However, they continue to face obstacles in terms of financing and registration.

The percentage of women with an account at a financial institution or mobile money service provider (as a share of the female population aged 15 and older) is 21.5%, and the share of women in senior and middle management employment is 20.1%.

39,4%

PERCENTAGE OF FEMALE LABOR
FORCE PARTICIPATION (2022)



PERSISTENT INEQUALITIES

Gender-based violence remains a serious problem in Cambodia. In 2022, 10% of Cambodian women aged 15 to 49, whether married or in cohabiting relationships, experienced sexual violence, and 11% experienced physical violence. Among Cambodian women aged 15 to 49 who were divorced, widowed, or separated, 93% experienced sexual violence, and 82% experienced physical violence.

Inequalities in access to education are also evident. In Cambodia in 2023, 42% of the working-age population had not completed primary school, with 58% being women and 42% being men.

FOCUS ON TOURISM

11,5%

THE PERCENTAGE OF CAMBODIAN
JOBS CORRESPONDING TO THE
TOURISM SECTOR IN 2023

TOURISM : A JOB-CREATING INDUSTRY

In 2023, the travel and tourism sector generated 1,150,000 direct jobs (11.5% of total employment). This includes jobs in hotels, travel agencies, and leisure industries. By 2033, travel and tourism are projected to account for 1,400,000 direct jobs (13.4% of total employment).



5,4M

NUMBER OF INTERNATIONAL
TOURISTS IN 2023 (2.2M IN
2022)

7M

TOURIST ARRIVAL FORECAST
FOR 2025

800K

FOREIGN VISITORS TO
ANGKOR PARK IN 2023
(288,000 IN 2022)

GROWTH SOURCE

Foreign tourism revenue reached approximately \$3.04 billion, marking a 115% increase compared to the \$1.41 billion recorded in 2022. Additionally, Cambodia welcomed 5.5 million international tourists in 2023, representing a 139.5% increase compared to the previous year.

13,5%

FORECAST OF THE PERCENTAGE
OF CAMBODIAN JOBS
CORRESPONDING TO THE
TOURISM SECTOR IN 2033

HIGHLIGHTS OF THE YEAR 2023

JANUARY

Alumni Meeting for Promotions 1 to 5

On January 12th, the school organized a coffee gathering for alumni from Promotions 1 (2007) to 5, which was attended by about twenty former students. They had the opportunity to discover the "new school" inaugurated in 2016.



FEBRUARY

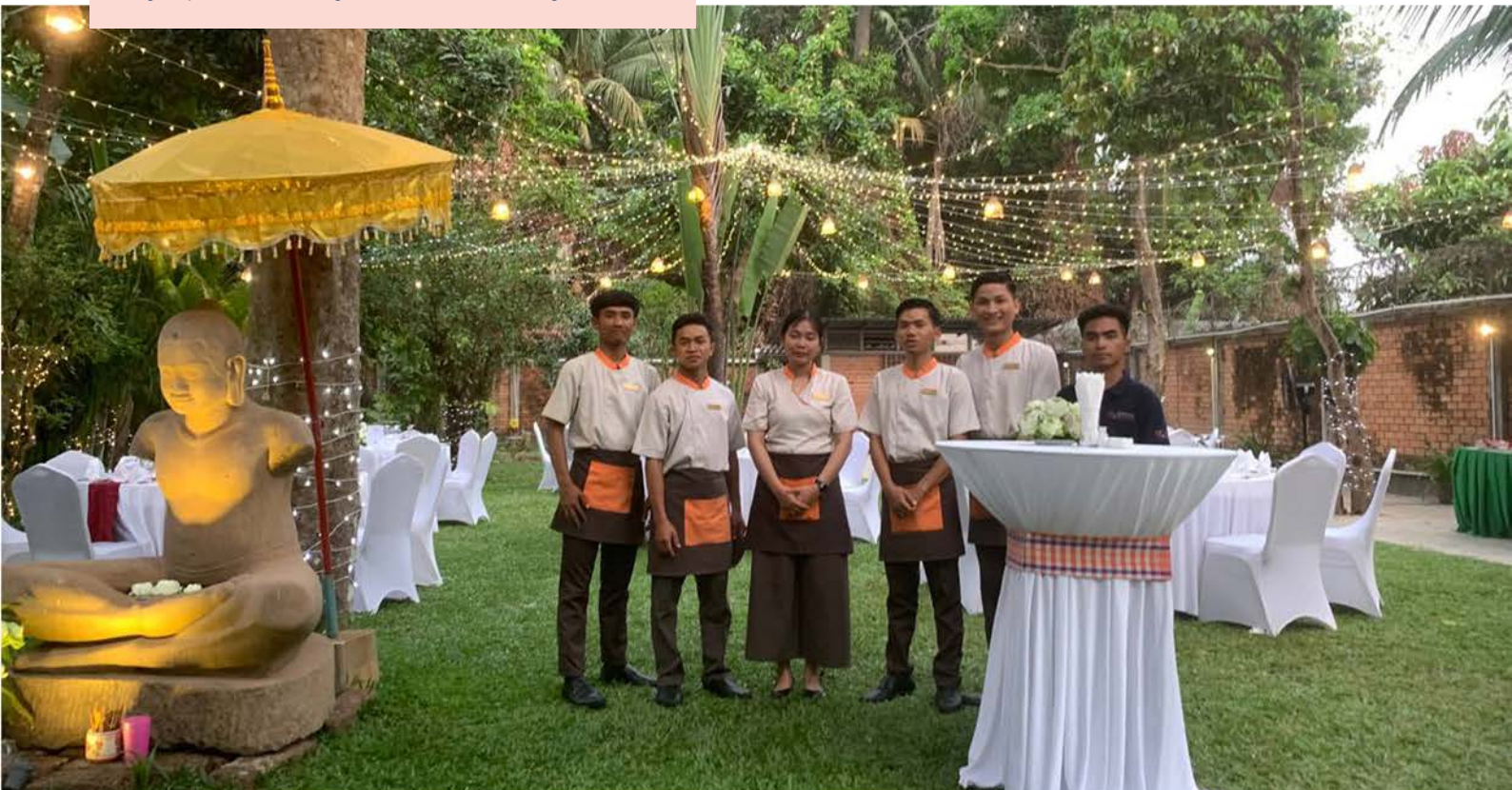
Human Trafficking Awareness

On February 17th, NGOs A21 Cambodia, Winrock International, and IJM Cambodia visited Sala Bai School to enhance students' knowledge about human trafficking, ways to prevent it, and how to report suspected trafficking situations.

MARCH

Two Group Dinners

On March 12th and 13th, Sala Bai organized two dinners for groups from travel agencies in the school's garden.



HIGHLIGHTS OF THE YEAR 2023

@ JULIEN THOMAS



APRIL

Sala Bai's 20th Anniversary and Alumni Dinner

On April 7th, more than 400 people attended the alumni dinner. On April 28th, Sala Bai celebrated its 20th anniversary in the presence of the French Ambassador and Cambodian authorities.



MAY

Pastry Training with Emmanuel Ryon

Emmanuel Ryon, the award-winning pastry chef and Meilleur Ouvrier de France, came from Paris to spend a week in the kitchen with students and teachers for an intensive pastry training session.

JUNE

Visit to Pepper and Ginger Plantations with Agrisud and ADF in Kulen

On June 23rd, as part of their sustainable agriculture training, students visited Kulen Mountain to learn more about Agrisud International Cambodia's farms and production sites for pepper and black ginger.



HIGHLIGHTS OF THE YEAR 2023

JULY

Graduation Ceremony and End-of-Year Trip

On July 13th, 94 students from the 19th cohort received their diplomas recognized by the Ministry of Vocational Training and the Ministry of Tourism. Following the ceremony, the students embarked on a three-day trip to Kep on the south coast.



SEPTEMBER

Promotion 20 Enrollment + Health Check-up for All

On September 1st, 145 new students joined Sala Bai for 12 months of training. The school organizes a comprehensive medical check-up for each student at the beginning of the academic year.



**HIGHLIGHTS
OF THE YEAR 2023**



OCTOBER

Training of Trainers in Australia for Three Teachers (Beauty & Wellness, Food & Beverage Service, Culinary Arts)

For two weeks, three teachers had the opportunity to explore and be part of the Blue Mountains International Hotel Management School at Torrens University in Australia. Thanks to them and to our faithful supporters, "Friends of Sala Bai Australia."

NOVEMBER

Singapore School at Sala Bai

On November 20th and 21st, 10 students and 3 teachers from Crest Secondary School in Singapore donned Sala Bai uniforms and joined the culinary and food & beverage service students.



DÉCEMBER

Creation of the "ASSET" Campaign Film for Recruitment/Financing Purposes. Thanks to funding from the IECD, Sala Bai School orchestrated the production of a video to raise awareness among new candidates.

A VOCATIONAL TRAINING PROGRAM

Sala Baï is a hospitality school, established in 2002 in Siem Reap, the second largest city in Cambodia situated between the Tonlé Sap Lake and the majestic temples of Angkor. The training allows young Cambodians from very disadvantaged backgrounds to train in one of these 5 hospitality and catering professions and sustainable agriculture. The students welcomed at Sala Baï are aged 17 to 25 years old.



All Sala Baï students come from disadvantaged families. The training of a young person and their access to decent work enable families to benefit from better living conditions and to be able to send their other children to school.

Practical training is conducted alternately. Students practice within the hotel, restaurant, and beauty center at Sala Baï School. They also put their knowledge and skills into practice during the 4-month internships they undertake at partner hotel establishments of the school.



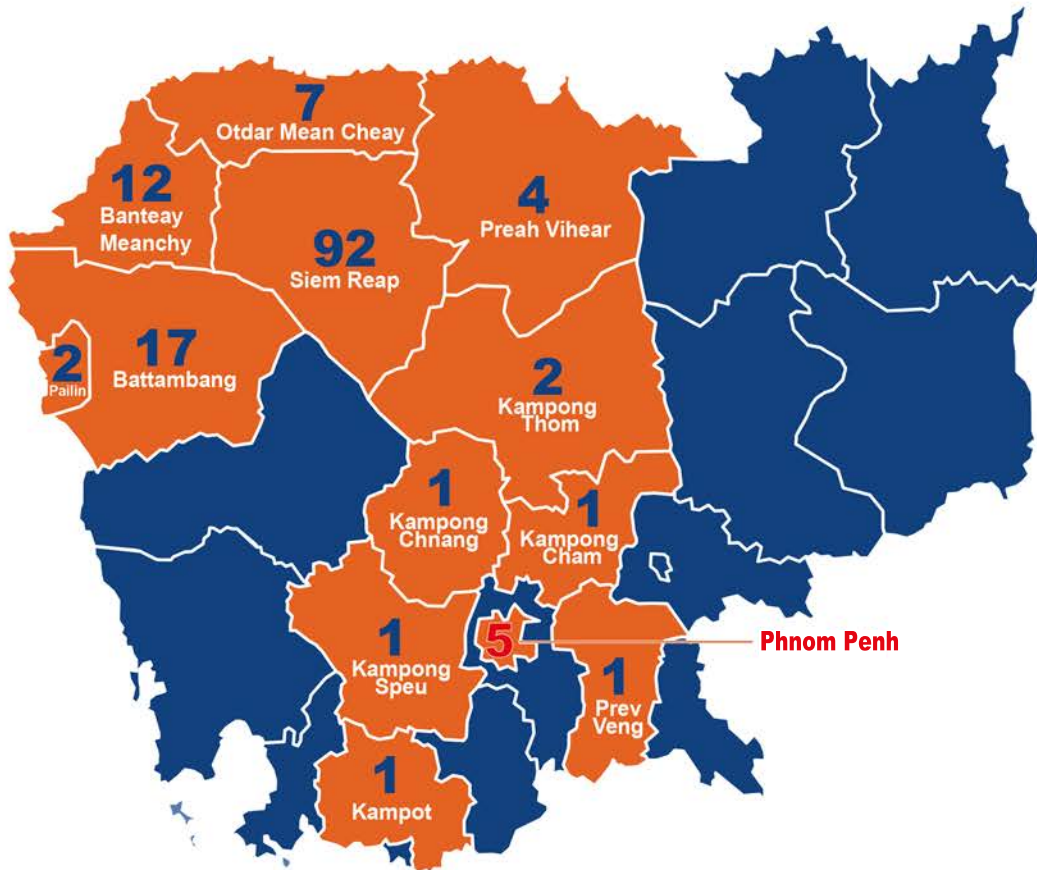
General teaching & soft skills



Theoretical teaching & vocational application

The technical training of students is complemented by theoretical courses and general education, through which they acquire and strengthen their skills in English, mathematics, and computer science. Finally, workshops and activities are organized weekly on various topics such as gender-based violence, gender equality, sustainable resource management, environmental protection, public health issues, with one of the objectives of the training being to make students agents of change both environmentally and socially.

COMPOSITION OF THE 2023-2024 COHORT



146 
STUDENTS

19,4 
AVERAGE AGE

32%
**OF STUDENTS
COME FROM
PARTNER NGO**

50 
KITCHEN

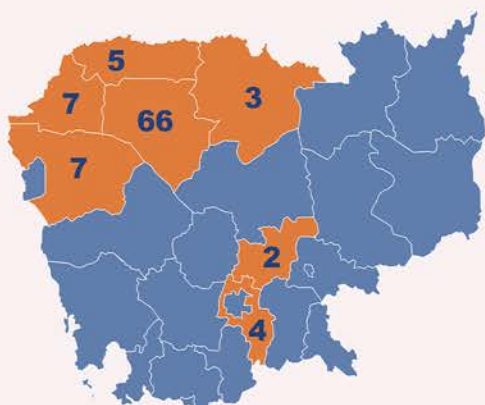
44 
**FOOD AND
BEVERAGE
SERVICE**

22 
**HOUSEKEEPING
SERVICE**

16 
**BEAUTY
AND CARE**

14 
**FRONT
OFFICE**

COMPOSITION OF THE 2022-2023 COHORT



94 
STUDENTS

19,7 
AVERAGE AGE

21,3%
**OF STUDENTS
COME FROM
PARTNER NGO**

32 
KITCHEN

9 
**BEAUTY
AND CARE**

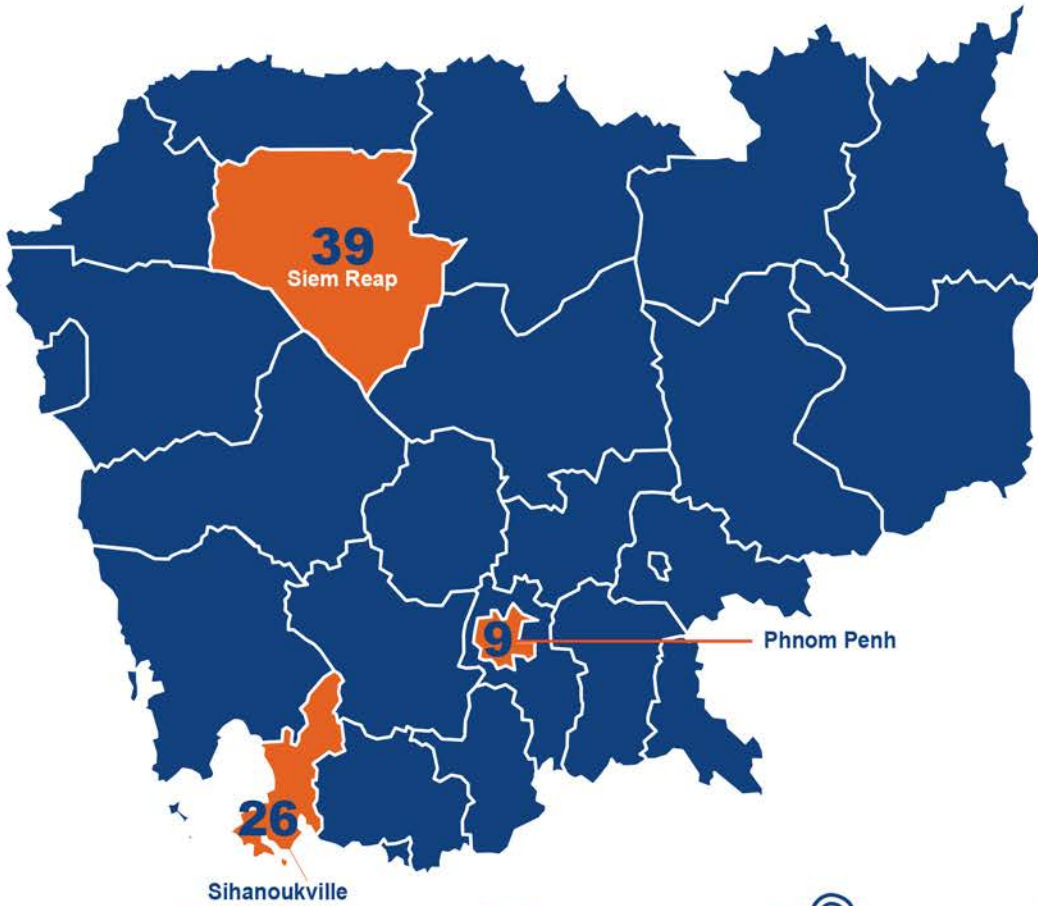
32 
**FOOD AND
BEVERAGE
SERVICE**

9 
**FRONT
OFFICE**

12 
**HOUSEKEEPING
SERVICE**

*This cohort only consists of 94 students because recruitment took place during the Covid-19 pandemic, and the training lasted exceptionally for 2 years between 2021 and 2023.

EMPLOYMENT STATISTICS FOR THE OUTGOING COHORT



92% 

OF STUDENTS FIND
EMPLOYMENT WITHIN
2 MONTHS

231\$ 

AVERAGE STARTING SALARY

3 

PRINCIPAUX
BASSINS D'EMPLOI

29 

KITCHEN

31 

FOOD AND
BEVERAGE
SERVICE

7 

HOUSEKEEPING
SERVICE

9 

BEAUTY
AND CARE

10 

FRONT
OFFICE



SALA BAI A GREEN SCHOOL (1/2)

Since 2020, the students' curriculum has significantly enriched to diversify their skills and broaden their horizons. In a country where poverty remains prevalent in rural areas, it is more important than ever for Sala Bai students to continue making a positive impact on their community through their professional integration.



AGRISUDINTERNATIONAL

Agrisud International and their association Green Farmers take charge of the students' agricultural training, from theory to practice. The students are divided into groups for two hours of weekly agriculture training in the 800m2 garden adjacent to the dormitories. This training also aims to help transform the agricultural practices of the students' families.



Environmental protection and resource management are key components of the Sala Bai program. To raise awareness among students about ecological and sustainable development issues, numerous initiatives have been implemented.

SALA BAÏ A GREEN SCHOOL (2/2)



USE OF NATURAL PRODUCTS

Homemade hot compresses and scrubs used at the spa of the training hotel are made by the students and their instructors.

Shampoo, shower gel, and liquid soap are handcrafted in Siem Reap.



ENVIRONMENTAL PROTECTION

River cleaning by students.

Tree planting.

Awareness campaigns on water waste.



SHORT SUPPLY CHAIN

Cafeteria supplied with seasonal fruits and vegetables from eco-responsible farms and the garden.

Application restaurant supplied by local producers.



ENERGY

Usage of low-energy consumption light bulbs.

Electricity for the dormitories provided by solar panels installed on the dormitory roofs in 2022.



RECYCLING

Awareness-raising of suppliers about delivering products in recycled fabric bags provided by the school.

Distribution of a metal water bottle to each student.

Tea, coffee, sugar, and herbal tea presented in glass jars.

Use of bamboo straws.

Bamboo toothbrushes in hotel rooms.



ZERO PLASTIC OBJECTIVE

Resale of tin cans, cardboard, and plastic bottles to local recyclers. Profits are added to tips.

Donation of broken bottles and glasses to GAEA, a local recycling company.

Resale of used cooking oil sold to Senton Green Recycling (Cambodia), which transforms it into biodiesel. This diesel is used to power our generator.



SUSTAINABLE FARMING

Ongoing training in sustainable agriculture in the school's garden with Agrisud.

Supply of agricultural products from sustainable agriculture to the application restaurant.

Use of kitchen waste to make compost for the dormitory garden.



THE ACTIVITIES OF THE APPLICATION STRUCTURES

Sala Bai students practice their future profession daily in real-life conditions by welcoming tourists at the restaurant, hotel, and application spa.

3 513 
MEALS SERVED

354 
NIGHTS

107 
CARE

10 
PARTNER
TRAVEL
AGENCIES



ENHANCED MEDICAL SUPPORT AND PREVENTION OF SEXUAL ABUSE RISKS

Student health has always been a major concern for the teams. Since September 2023, a part-time nurse has been hired. Therefore, three times a week, a nurse holds consultations at the school in the infirmary built in July 2022, allowing for close monitoring of the students.



**FIRST AID
TRAINING**



**WORKSHOP ON ANATOMY
WITH A PHYSIOTHERAPIST**



**AWARENESS
ON MENSTRUATION
AND SEXUALITY**



**AWARENESS
ON CONTRACEPTION
AND SEXUAL HEALTH**



**AWARENESS CONCERNING
CHILD SAFETY
AND SEXUAL EXPLOITATION**

SALA BAÏ AND THE SUSTAINABLE DEVELOPMENT GOALS



YOUTH FROM EXTREME POVERTY



**A QUALIFYING VOCATIONAL
TRAINING.**



70% OF THE STUDENTS ARE WOMEN.



**BOARDING FACILITIES POWERED BY
SOLAR ENERGY**



**SINCE THE SCHOOL WAS FOUNDED,
98% OF GRADUATES HAVE FOUND
EMPLOYMENT WITHIN 4 TO 6
WEEKS.**



**AFTER 4 YEARS OF PROFESSIONAL
LIFE, FORMER STUDENTS ENTER THE
MIDDLE CLASS.**



**RAISING AWARENESS AMONG
STUDENTS ABOUT RESOURCE
CONSERVATION.**



**DEVELOPMENT OF A SUSTAINABLE
AGRICULTURE GARDEN FOR THE
STUDENTS.**



**SUPPORTING PROFESSIONAL
INTEGRATION TO COMBAT
HUMAN TRAFFICKING.**



STUDY CONDUCTED IN PARTNERSHIP WITH EHL SMILE

In order to maintain the level of excellence in the training provided at Sala Baï, Agir pour le Cambodge has partnered with EHL SMILE. EHL SMILE is an association of alumni from the prestigious Lausanne Hotel School whose objective is to help promote professional training centers in hospitality and catering for disadvantaged youth in developing countries, while encouraging the development of sustainable tourism. Since September 2023, EHL Smile has been assigning a young volunteer for 6-month missions aimed at improving the training curriculum and overseeing the implementation of recommendations made during these missions. EHL Smile also assigns professors for short-term skill-based volunteering missions.

3 ESSENTIAL SKILLS AND STRENGTH LOOKED OUT FOR IN SALA BAÏ STUDENTS



SELF-CONFIDENCE



ENGLISH LEVEL



WILLINGNESS TO LEARN



EHL Smile sent two volunteers to Sala Baï: a former cooking professor from the EHL Group who thoroughly supervised the school's cooking curriculum with the 3 cooking professors for 3 weeks. The second volunteer stayed for 6 months to start a study aimed at obtaining a 360° understanding of the expectations of hotels and Sala Baï graduates regarding the training provided. The goal was to collect feedback on technical skills, soft skills, and English proficiency. This helped identify areas for improvement so that students continue to work effectively and meet the needs of their employers. It is thanks to partnerships like the one formed with EHL SMILE that the training provided at Sala Baï maintains its recognized level of excellence in the hospitality sector.

THE 3 NOTABLE PRACTICES OF SALA BAÏ'S PARTNER HOTELS.

75%
OFFER PERMANENT
CONTRACTS

96%
OFFER EQUAL PAY
AMONG GENDERS

78%
HAVE A CORPORATE
SOCIAL RESPONSIBILITY
PLAN

«LA FONDATION KHMÈRE POUR LA JUSTICE, LA PAIX ET LE DÉVELOPPEMENT»

Agir pour le Cambodge has been supporting the « Khmer Foundation for Justice, peace, and growth » since 1994. Its shelter located in Battambang accommodates 38 children.



HELPING THESE CHILDREN AND YOUNG PEOPLE SUCCEED IN THEIR SCHOOLING BY OFFERING THEM SUPPORT CLASSES IN KHMER, FOREIGN LANGUAGES, MATHEMATICS, AND SCIENCE.



EMPOWERING THEM BY INVOLVING THEM IN DAILY COLLECTIVE TASKS AS WELL AS AGRICULTURAL WORK.



HELPING THESE CHILDREN AND YOUNG PEOPLE TO SUCCEED IN THEIR STUDIES BY TEACHING THEM THE CULTURE OF THEIR COUNTRY THROUGH LEARNING TRADITIONAL SINGING, DANCING, AND MUSIC.

REBUILDING A STABLE ENVIRONMENT FOR THESE CHILDREN.



AGIR POUR LE CAMBODGE PARIS, FRANCE

PERMANENTS

ANNE-CHARLOTTE GOUPIL

Director

VÉRONIQUE ESKENAZI

Head of communication and fundraising

BOARD MEMBERS

CLAUDE COLOMBIÉ

President

STÉPHANE BAVEREZ

General Secretary

NICOLAS FLOQUET

Treasurer (until June 2023)

ELISABETH ROURE

Treasurer (since June 2023)

FÉLICITÉ OGÉREAU

Human Resources Referent

BOARD OF DIRECTORS

EMMANUELLE DETHOMAS

(Until June 2023)

SOKMENG MAM

ELISA O'NEILL

(Until June 2023)

MARIE YEN

PHILIPPE BÈS
(Since June 2023)

CHRISTIAN BLANCKAERT

CHRISTOPHE DARNEY
(Since June 2023)

MARTIN GENTIL

FABIEN HUBSCH

JACQUES HYBERT

RÉGIS MARCON

EMILIEN NIZON
(Since June 2023)

FIELD MISSIONS

CLAUDE COLOMBIÉ

April 2023

VÉRONIQUE ESKÉNAZI

April 2023

ANNE-CHARLOTTE GOUPIL

October 2023

ÉMILIEN NIZON

December 2023

ADMINISTRATIVE TEAM



RENAUD FICHET
Director



CHRISTIAN CAUCHARD
Head of Finances



TITDARA BUN
Dormitory Supervisor



SIEN SEK
Security Officer



JÉRÔME L'HOURL
Deputy director



RATHA ROUM
Accountant



Kimcheang VEOUN
Dormitory Supervisor



SAMBATH SEM
Maintenance



MOEURN MAO
Administrative assistant



EMMA DUYCK
Head of communication
& marketing



Bol KHIN
Dormitory Supervisor



Pov LENG
Cafeteria



LAURE BRUNISHLOZ
EHL SMILE volunteer



SOPHY SOK
Communication assistant



SOPHEA SAUT
Cleaning Lady



SOKUNTHEA TES
Cafeteria



Chanry CHUON
Cleaning Lady

HUMAN RESSOURCES
AT SALA BAI

TEACHING TEAM



SOKHA CHAN
Head of teaching



RICHARD COOKE
Head of the english
department & professor



SOKHY CHEA
Restaurant management
professor



LIN LORM
Restaurant management
professor



SOKEA SOUN
Restaurant management
professor



SANGHA THIM
English Professor



ROUN ROEUN
English Professor



SOPHANETH TOUCH
English Professor



SOVY LACH
Housekeeping professor



SOTHA SOK
Housekeeping professor



CHANTA KONG
Beauty & Care professor



CHANTHEOURN CHOEUM
Cooking professor



MAI YEI
Cooking professor

**SOCIAL
WORKERS**



SOPHAL SAUT
Head of
social workers



KIMSEA CHEAK
Social worker



SREYRATT CHAB
Social worker



SOPHANNA VEONG
Social worker

THE 2023 FINANCIAL STATE

The accounts of APLC are audited by BMA firm

- Certified accounts "without reservations" by the statutory auditors
- A 2023 balance sheet reflecting the increase in constructions (solar panels, infirmary)
- Improvement in the P&L due to the combined effect of increased subsidies, donations, sales, and services, despite the creation of a position to strengthen the support team in Paris.

SIMPLIFIED FINANCIAL REPORT

ASSET	31/12/2023	31/12/2022	31/12/2021
INTANGIBLE ASSETS	1	1	1
TANGIBLE ASSETS	550	631	654
FINANCIAL ASSETS	638	676	672
TOTAL I - FIXED ASSETS	1188	1308	1327
OTHER CURRENT ASSETS	210	427	8
CASH AND CASH EQUIVALENTS	523	517	584
TOTAL II - CURRENT ASSETS	733	944	592
TOTAL ASSETS	1 921	2 252	1 919

A1: Acceleration of the decrease in tangible assets reflecting the increase in constructions.

A2: Other receivables, to be compared with the decrease in deferred income (P1).

LIABILITIES	31/12/2023	31/12/2022	31/12/2021
EQUITY & RESERVES	1 556	1 818	2 083
RESULTS OF THE PERIOD	(135)	(264)	(246)
EQUITY	1 419	1 553	1 817
OTHER CURRENT LIABILITIES	63	36	25
DEFERRED INCOME	345	544	
PASSIVE CONVERSION DIFFERENCE	94	118	77
TOTAL LIABILITIES	1 921	2 252	1 919

P1: Decrease of €200K related to the transfer of €200K from a foundation on a pro rata temporis basis (€70K for 2023 and €130K for 2024).

INCOME STATEMENT

INCOME STATEMENT	2023	2022	2021	ÉVOLUTIONS
OPERATING INCOME	721	514	641	40%
OPERATING EXPENSES EXCLUDING DEPRECIATION	(753)	(659)	(775)	14%
DEPRECIATION AND PROVISIONS	(89)	(96)	(123)	-7%
OPERATING RESULTS	(121)	(241)	(257)	-50%
FINANCIAL RESULTS AND EXTRAORDINARY ITEMS	(14)	(24)	11	
NET DEFICIT	(135)	(264)	(246)	

CR1: Cumulative increase in:

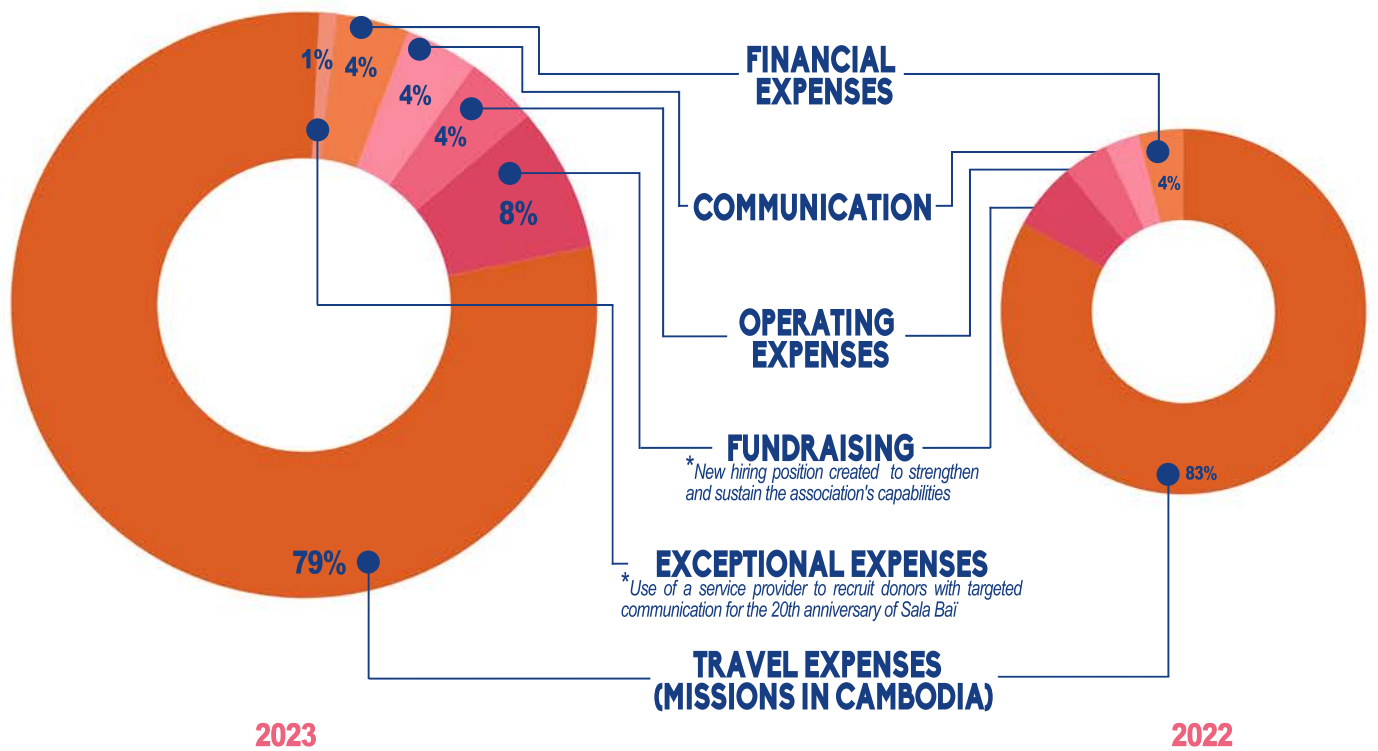
- Operating subsidies and donations: +36% from €466K in 2022 to €636K in 2023
- Sales and Services: +72% from €48K in 2022 to €83K in 2023.

CR2: Very favorable scissor effect, with revenues growing materially more significantly than operating expenses, reducing the deficit by half.

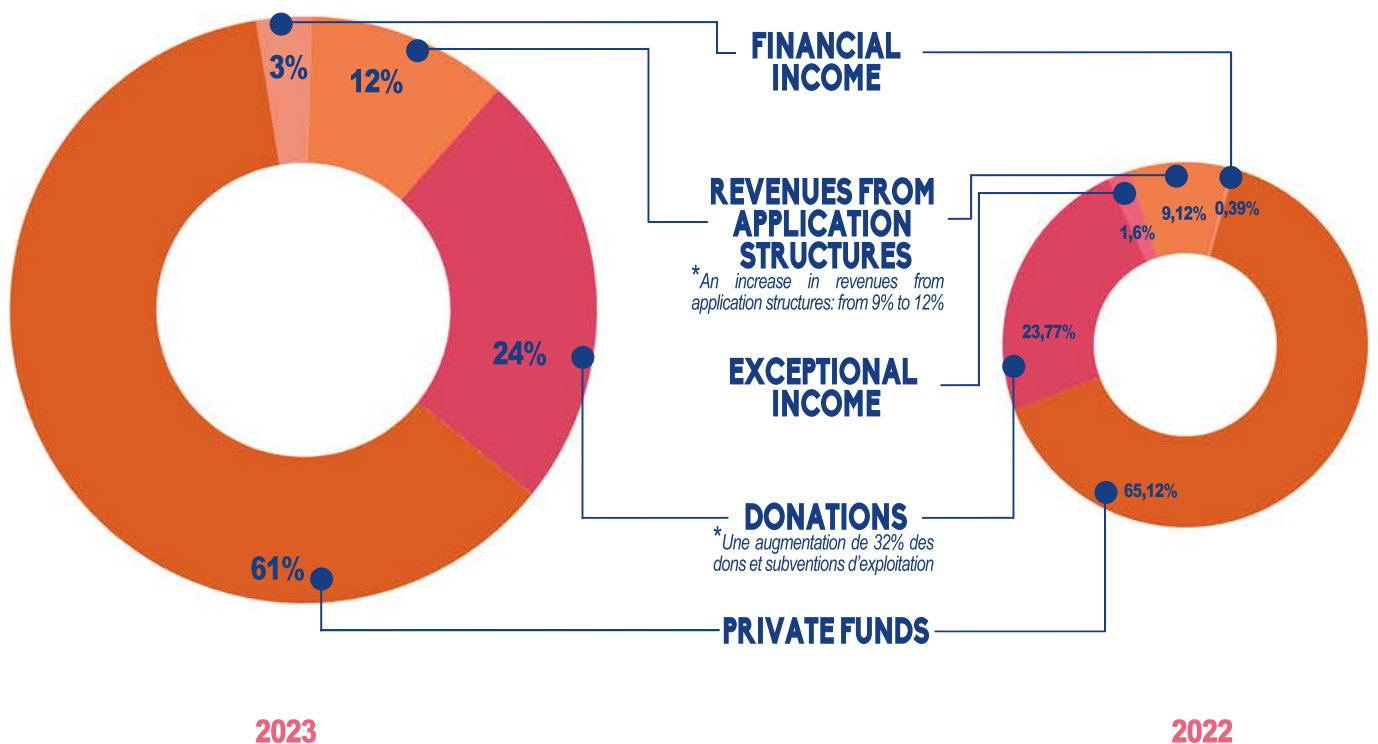
THE PREVIOUS DEFICIT LEVELS, RELATIVELY LOW COMPARED TO THE BALANCE SHEET, DID NOT JEOPARDIZE THE ASSOCIATION'S CASH FLOW.

THE DEFICIT WAS HALVED IN 2023.

EXPENSES



RESSOURCES





MAJOR EVENTS FOR 2023

IN FRANCE

AGIR pour le
CAMBODGE



JANUARY 2023



20th Anniversary Dinner | 300 guests, invited to the InterContinental Paris on January 18th

MARCH 2023



Dinner at the Lycée Hôtelier de La Rochelle | March 25th



Dinner at the Lycée Hôtelier de St Nazaire | March 31st

OCTOBER 2023



20th Anniversary Dinner | 180 guests, invited to Château de la Chevallerie

APRIL 2023



Alumni Dinner | 400 participants on April 17th



20th Anniversary Celebration | 200 people on April 28th, in the presence of authorities

JUNE 2023



20th Anniversary Dinner | Au restaurant d'application de Sala Bai

NOVEMBER 2023



20th Anniversary Dinner | Organized in Sydney by Friends of Sala Bai in Australia (FOSBA) on November 18th

IN CAMBODIA

សាលាពុយ
SALA BAI

Hotel
School

IN AUSTRALIA

FINANCIAL PARTNERS COMPANIES, FOUNDATIONS, AND PARTNER ASSOCIATIONS



ATELIERS NECTOUX sas

HOTELS



NGO SENDING STUDENTS TO SALA BAI



AGIR POUR LE CAMBODGE

Non-profit organization recognized as being of public interest
under the French law of 1901.

13-15 rue de la Bûcherie
75005 Paris

www.agirpourlecambodge.org
contact@agirpourlecambodge.org
(+33) 6 62 12 87 39

SALA BAÏ ÉCOLE HÔTELIÈRE

PO Box 93041 Wat Svay – Tonle Sap Road
Siem Reap / Cambodia

www.salabai.com
info@salabai.com
+855 (0)63 963 329

DIVE IN SALA BAÏ'S UNIVERSE THROUGH OUR VIDEO !