



Srer KHMER

For better living

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Attention:

Mr. Helge Brunse
ADDA Coordinator
Siem Reap province
Kingdom of Cambodia

Dear Mr. Helge:

Based on my e-mail dated 4 June 2009 with the subject of Srer Khmer ended cooperation agreement with ADDA, now, we are writing to officially inform you that **Srer Khmer decided to terminate the cooperation agreement with ADDA** for the IWEP-2 effective from 30 June 2009. The following reasons are our comments and reflections:

Based on the discussion between you, Bodil (Board of ADDA) and Srer Khmer on 25th February 2009 regarding the IWEP 2 (2009-2012) which ADDA agreed to support Srer Khmer 500USD per month without any financial report is needed, the Management Committee of Srer Khmer conducted the internal meeting to discuss this issue whether Srer Khmer will have work relationship with ADDA or not for the IWEP phase 2. The result of the discussion within our management committee came up that 500USD per month was very small support and did not enable our organization stronger as mentioned by ADDA to build up capacity of local NGO. Srer Khmer wished not to continue the cooperation with ADDA. Then, you arrived to our office and had a further discussion to provide us 700USD per month with the internal cooperation agreement, Srer Khmer at this stage agreed for cooperation for a period of three months (May to June 2009). As far as we see from the experiences, we are not satisfied with this cooperation and the following are the reflection both IWEP-1 and IWEP-2.

We would like to provide you with some reflections of IWEP-1 as follows:

- Srer Khmer thinks that the IWEP-1, ADDA was failed to support the local NGO because ADDA played a role as the implementer rather than working as partnership. In the original idea since the beginning, ADDA supposed to transfer all FFS budget under control of Srer Khmer but later on you changed your mind by holding the budget by yourself and you allow us to get only some of our admin cost and share salary to some of our management staff. This reason why Banteay Srei, the gender organization dropped out from this project since the beginning of phase 1.
- All activity budgets were controlled by ADDA with a small amount share to Srer Khmer as part of what you say Working as Partnership.
- ADDA did not have any policies in place such Personnel and Financial Policies. Many contracted staff by Srer Khmer was resigned because of un-equal treatment by their Supervisors and the Employer. The partisan came across to this organization and started to spread out to be bigger and

bigger. The partisan within the IWEP is not good view and have negative impact to Team Building and towards the smoothly implementation.

- With EU-ECOSORN project in the beginning that when we won the bid, ADDA would manage the project only in Siem Reap as the office of IWEP based is but when we won the project ADDA changed mind to manage two provinces and Srer Khmer was assigned to manage one province with the same style of IWEP-1 management (poor working style). As we were not agreed, ADDA later on decided to transfer the full responsibility to us included budget control. However, in early stage we thought that there were a problem of information flow and the management together with how to manage the project effectively and efficiency Srer Khmer decided to terminate agreement on this and allow ADDA to implement all activities by own feet.
- At the end of the project IWEP-1, Srer Khmer had no representative and when the project staff contracted by Srer Khmer was resigned, ADDA recruited by themselves and contracted directly without any consultation with us. Sometimes ADDA already recruited without any consultation with us and asked Srer Khmer to prepare contract under the management of our organization. Srer Khmer decided not to do it as much as we did not involve in decision making for the recruitment.

With the IWEP-2, we would like to provide you with some reflections as follows:

- Look at the recommendations made by the Consultant, Dr. Michael Lyndal, Srer Khmer fully agreed on all recommendations but ADDA is rejected as far as we know (see attachment for the executive summary of the evaluation report). Based on the recommendations, ADDA and Srer Khmer developed a Contract Agreement as a pre-condition to submit to DANIDA. Srer Khmer wished to pull out since then because we did not see any benefits for the organization development even we have a lot of discussions with ADDA but Srer Khmer thought about the benefits for Cambodian people. ADDA did not play role as partnership working to support a local NGO as stated in the Strategy Paper of DANIDA.
- Srer Khmer started in IWEP-1 with one Project Team Leader and 6 District Facilitators but at IWEP-2 has none of staff contracted by Srer Khmer but ADDA motivated us to say no ADDA and Srer Khmer but IWEP. Srer Khmer had no representative in the office of Siem Reap which no one represented our interest.
- Srer Khmer started in IWEP-1 with some 7 motor-bikes and computers (laptop and desktops) purchased under the approved budget to Srer Khmer but in IWEP-2 has none of motor-bike belong to Srer Khmer.
- Srer Khmer started in IWEP-1 with clear identity but in IWEP-2 has no clear identity of our organization.
- Srer Khmer started in IWEP-1 with the annual support from ADDA between 30,000 to 40,000USD but now only 700USD per month. This 700USD is to spend for everything in the organization included staff salary, travel cost, and admin cost.
- ADDA did not follow what we have agreed in the cooperation agreement, i.e., letterhead uses, the name of project used by project leader and staff. Most of the time ADDA did not put our logo (for example some staff agreement ADDA intended not to put our logo and official letters sent out to others unless we insist you to use it).



- ADDA did not discuss and consult with Srer Khmer on staff recruitment and consultancy work (for example, promotion of one District Facilitator to Junior Vegetable Advisor and hire consultancy, etc).
- According to the IWEP-1 experiences, Srer Khmer did not believe at all that ADDA will follow the agreement made between ADDA and Srer Khmer as a pre-condition prior to submit proposal to DANIDA.

With the above reasons, Srer Khmer thinks that ADDA will not change its idea to work as partnership rather than play a role as the implementer so that we think ADDA no needs a local NGO like Srer Khmer. Even now under the condition of global financial crisis, Srer Khmer has a problem of funds from donors but we still no longer value the 700USD per month provided by ADDA because we strongly believe that the amount of 700USD will not enable our organization stronger and gradually lose our Srer Khmer identity.

Finally, Srer Khmer would like to ask you for the transferring to our organization of all motor-bikes and other inventories which purchased under the approved Srer Khmer budget during the IWEP-1.

From our best knowledge, we did believe that what we have raised above are true and are our concerns and reasons for ending the cooperation agreement.

Very sincerely,


Pou Sovann
Executive Director
NGO Srer Khmer

- CC:
- Ministry of Foreign Affairs, Denmark
 - DANIDA office, Phnom Penh, Cambodia
 - ADDA Board, Denmark
 - Srer Khmer Board of Directors, Phnom Penh, Cambodia
 - Srer Khmer Management Committee, Phnom Penh, Cambodia
 - All Srer Khmer staff members