

ITTO Project PD 493/07 Rev.1 (F)
**“Strengthening Capacity of Forest Law Enforcement
and Governance in Cambodia”**

FOREST LAW ENFORCEMENT TRAINING PROGRAM

2010



Forestry Administration

International Tropical Timber Organization



ITTO Project PD 493/07 Rev.1 (F)
**“Strengthening Capacity of Forest Law Enforcement
and Governance in Cambodia”**

**កម្មវិធីបណ្តុះបណ្តាល
ស្តីពី**

ការពង្រឹងការអនុវត្តច្បាប់ស្តីពីព្រៃឈើ

២០១០



រដ្ឋបាលព្រៃឈើ

អង្គការព្រៃឈើ រុក្ខពិចអន្តរជាតិ ITTO



TABLE OF CONTENTS



Acknowledgements.....	1
Preface	2
Acronyms and Abbreviations	4
Abstract.....	5
Introduction.....	6
Objectives.....	9
Expected Results	9
Resource Persons.....	10
Modules of Training Program	10
Module 1: Specialized Training.....	11
1.1 Harvesting	13
1.2 Wildlife Classification and Identification.....	13
1.3 CITES Restrictions.....	13
1.4 Cross-Border Issues.....	14
1.4.1 FLEGT	14
1.4.2 EA FLEG	14
1.4.3 ASEAN FLEG	14
1.4.4 ASEAN-WEN.....	15
Module 2: How to file a case in court: preparation and procedures.....	16
2.1 Proper procedures for arrests, searches, intelligence and evidence gathering and protection	18
2.1.1 Arrests.....	18
2.1.2 Searches of residences	18
2.1.3 Steps in preserving evidence.....	18
2.1.4 Interviewing suspects and witnesses.....	18
2.1.5 Intelligence networks	18
2.1.6 Preparing forest crime prevention/suppression plans	19
2.2 Documents needed to file a case in court.....	19
2.3 Preliminary Investigation Report Form.....	20
2.4 Case studies	21

Module 3: Important Laws/The Cambodian Judicial System	22
3.1 Forestry Law (Chapters 14-17)	24
3.2 Land Law (Article 15, 16, 17, 18, 19, 29, 31, 43, 44, 259) ..	25
3-3 Code of Criminal Procedure.....	26
3.3.1 Cambodian Judicial System.....	26
3.3.2 Prosecution.....	26
3.3.3 Investigating Judge and Investigation Chamber	26
3.3.4 Judicial Police	27
3.3.5 Judicial Police Officers	27
3.3.6 Judicial Police Agents.....	27
3.3.7 Judgment and appeal of judgment	27
3.4 Protected Areas Law (Chapter 10: Article 53-64)	28
3.5 Other Laws and Regulations	28
Module 4: Special Skills.....	31
4.1 Communication and Negotiation Skills.....	33
4.1.1 Communication skills	33
4.1.2 Negotiation Skills	33
4.2 Conflict Management and Resolution.....	33
4.3 GPS and Map Reading	34
4.3.1 GPS	34
4.3.2 Map Reading.....	34
4.4 Creating and Managing a Filing System	35
References:.....	36

Acknowledgements

The authors would like to thanks to His Excellency Chheng Kimsun, the Delegate of the Royal Government in charge as the Chief of Forestry Administration; Dr. Hwan Ok Ma, Project Manager of ITTO; Ms. Maria Victoria Icasiano Diokno, ITTO expert; Mr. Soun Sovann; Mr. Pin Phany, National ITTO experts, Mr. Eang Savet, Project Coordinator for ITTO project PD 493/07 Rev.1(F) “Strengthening Capacity of Forest Law Enforcement and Governance in Cambodia” and Forestry Administration staff for **their support, contributions and assistance which were invaluable to develop this training program.**

Preface

The forests of Cambodia cover more than half of the country's total land area and are a significant renewable natural resource. These forest ecosystems occur at varying altitudes under differing climatic conditions representing a valuable natural resource for the country. The forests not only play an important role in protecting the balance of natural ecosystem and environmental quality, but they are of critical importance to the socio-economic development of the country.

Under the leadership of Samdech Akkak Moha Sena Padei Techo **Hun Sen** Prime Minister of the Kingdom of Cambodia, and with support from development partners and using its own resources, the Royal Government of Cambodia (RGC) has been implementing a number of measures to prevent suppression and eliminate forestry crimes, and to meet the sustainable forest resource management. The Forestry Administration, as a professional forestry institution, has been given the task of implementing the RGC's policies on forest reform, especially to improve efficient forest management and good forest governance. In general, forestry reform in Cambodia has been implemented with progress and successes.

However, the present Cambodian forestry reform is still has a long way to go. ITTO has been a partner to the Forestry Administration, by supporting the Strengthening the Capacity of Forest Law Enforcement and Governance Project. This project directly addresses needs identified by Forestry Administration staff themselves, who recognize the necessity of being trained in forest law enforcement in order to improve their skills and expertise and have identified the topics to be contained in training course.

This Training Program is one of the outcomes of Strengthening the Capacity of Forest Law Enforcement and Governance Project that has been recommended and revised by Forestry Administration staff from Central and Local Offices throughout the country. The publication was compiled and published by the Forestry Administration with financial support from ITTO. The Forestry Administration is strongly convinced that this project will substantially contribute to the development of the capacity of the Forestry Administration, and therefore play an essential role in achieving forestry reform.

On behalf of the Forestry Administration, I would like to express our profound gratitude to ITTO, for its good development partner with the Forestry Administration. I also wish all of our supporters great success and happiness. The Forestry Administration looks forward to their constructive contributions in shaping a better future for Cambodia's forestry sector.

CHHENG KIMSUN

The Delegate of the Royal Government
Chief of Forestry Administration

Acronyms and Abbreviations

ASEAN	Association of the Southeast Asia Nations
ASEAN-FLEG Governance	ASEAN Forest Law Enforcement and Governance
ASEAN-WEN	ASEAN Wildlife Enforcement Network
CITES	Convention on International Trade in Endangered Species
EA- FLEG Governance	East Asia Forest Law Enforcement and Governance
FA	Forestry Administration
FLEGT Trade	Forest Law Enforcement, Governance and Trade
GPS	Geographic Positioning System
MAFF Fisheries	Ministry of Agriculture, Forestry and Fisheries
ITTO	International Tropical Timber Organization
RGC	Royal Government of Cambodia
UTM	Universal Transverse Mercator

Abstract

With the support of the International Tropical Timber Organization (Project PD493/07 Rev.1(F), the Forestry Administration has written the follow training program which will be used to increase the capacity of the Forestry Administration's law enforcement officials, by improving their knowledge and skills.

It has been recognized by the Forestry Administration that the lack of proper law enforcement has contributed to loss in Cambodia's timber and wildlife. This training program is designed to improve law enforcement, and is based on gaps identified by forest law enforcement officials themselves.

The training program contains four modules which address the gaps revealed in the Forestry Administration's self-assessments conducted in early 2009:

1. Specialized Training related to Forestry Issues
2. Fundamental procedures in dealing with forest offenses
3. Fundamental laws involved in law enforcements
4. Specialized Skills

The Training program will train Central and Local FA staff.

Introduction

As illegal logging is a global issue, Cambodia has also participated actively in international and regional forestry cooperation schemes including, among others, ITTO. In October 2004, a five-member ITTO mission was fielded to analyze obstacles to achieving ITTO objectives 2000 and sustainable forest management in Cambodia. The mission produced a series of recommendations with regard to illegal logging, forest law enforcement and governance as well as capacity building in the Cambodian forestry sector.

On 2nd May 2006, **His Excellency Fumiaki Takahashi**, Former Ambassador of Japan to Cambodia joined a field trip to monitoring illegal logging situation in Aural Mountain, Kompong Speu province. Members of the field trip held discussions with the provincial governor, district governor, related institutions and NGOs working in the area. His Excellency the Ambassador recommended that the problems should be identified clearly and a solution developed.

Following the Ambassador's recommendation, an ITTO Pre-Project proposal (PPD 128/06 Rev.1 (F) was developed and funded. Based on information collected in two staff surveys and two national workshops during this period, the reduction of forest cover was caused by forest land encroachment and land grabbing, illegal logging, improper management, limited reforestation and people pressure. These causes result from weak law enforcement practices. There are five major issues of weak law enforcement such as lack of facilities, insufficient staff for forest law enforcement training, insufficient monitoring, ineffective judicial procedures and limited rural participation.

The outcomes of the two surveys through interviews with 570 people (300 local FA staff and 270 stakeholders) during the implementation of the pre-project disclosed that 96% are lacking in

facilities and 98 % require improved capacity through comprehensive training.

The ITTO Pre-Project has led to the ITTO Project PD493/07 Rev.1 (F) named Strengthening Capacity of Forest Law Enforcement and Governance in Cambodia which started in January 2009.

To improve the capacity of forest law enforcement that is the one of the main issues of weak law enforcement, the FA has conducted a number of self-assessments. Two recent studies were made in 2009 in order to identify the FA staff to be trained and the topics needed for training. The first resulted in a “Report on Evaluation of Existing Human Resources of Local FA for the Training Needs” (March 2009, Mr. Pin Phanny). For this study, teams met with personnel of eleven target FA Cantonments who answered a questionnaire to evaluate their training needs. Based on the information gathered from these questionnaires, the Report recommended (among other things) that the FA should be trained the trainers on skills connected with forest law enforcement. These trainers would then be responsible for providing training to FA staff from FA Divisions and FA Triages, thereby increasing the capacity of FA staff, and reducing costs in hiring outside resource persons. The Report also recommended that the following subjects be included in the training:

- Monitoring, investigating and collecting information on forest crimes;
- Analyzing and verifying information collected;
- Planning and conducting prevention and suppression of illegal activities;
- Using GPS and forest maps;
- Procedures for filing complaints in court regarding forest crimes;
- Explanation of the Judicial Process.

The Report also suggested that additional surveys on essential topics for improving the capacity of local FA staff be conducted. In April 2009, Mr. Suon Sovann, conducted such a survey and recommended that the following topics also be included:

- Code of Criminal Procedure
- Procedures of suing to all levels of courts and closing forest offense cases
- Utilization of GPS and maps
- Conflict management and forest offense resolution
- Procedures of investigation, intelligence, arrest and evidence confiscation
- Procedures of data collection and confiscation of forest land encroachment and land grabbing
- Preparation of forest offense prevention and suppression plans
- Procedures in preparation of forest offense filling and documentation
- Wildlife identification
- Procedures in preparation of forest offense's preliminary investigation report
- Communication skills
- Law on Forestry
- Procedures in forest offence evidence management and returning transportation mean
- Wild flora and fauna are prohibited in trade by CITES
- Land Law

To strengthen the capacity of forest law enforcement and governance, it is necessary to develop the training program for conducting the training to FA staff. This training program is intended to clarify the objectives and expected outcomes.

Objectives

The objectives of the training program are to guide the trainees:

- To learn the fundamental laws and other regulations for forest law enforcement
- To understand the Cambodian judicial system
- To understand the proper procedures for searches, investigation, intelligence, filling cases for courts, reporting, preparing the prevention and suppression plans, preservation and resolving of evidence
- To be familiar with the different networks that work on cross-border issues such as illegal logging, illegal timber and wildlife trade
- To know the procedures for proper harvesting and how to monitor it
- To understand the differences between endangered, rare and common species, and identify them.

Expected Results

At the end of the training program, the trainees will gain from the training as follow:

- Improvement of knowledge on forestry law, relevant laws and regulations
- Efficiency and effectiveness of searches, investigations, intelligences, reporting and documentation
- Upgrading general knowledge on prohibition of forest harvesting, wildlife hunting, transporting and trade
- Improvement of knowledge on utilization of GPS and maps in identification of forest offense location
- Upgrading the skills of conflict management and resolution, and communication
- Knowledge of document management

Resource Persons

For this training program to be efficient and effective, it is necessary to have professional resource persons from the FA and other ministries and institutions such as the Ministry of Land Management, Urban Planning and Construction, Ministry of Environment, Ministry of Justice and International Experts, etc.

Modules of Training Program

The training program contains four modules:

- 1- Specialized Training related to Forestry Issues (Harvesting, Wildlife Identification, CITES and other cross-border issues)
- 2- Fundamental procedures in dealing with forest offenses (Searches, intelligence, evidence gathering, and filling in documents for the court and Central FA)
- 3- Fundamental laws involved in law enforcements (Forestry Law, Land Law, Code of Criminal Procedure, Protected Area Law and Other Laws and Regulations)
- 4- Specialized Skills (Communication, Negotiation, Conflict Management and Resolution, GPS and Map Reading and Document Management)

This training will train all levels of FA staff such as Central FA and Local FA (Inspectorates, Cantonments, Divisions and Triages), and include not only theory, but also practical field work.

Module 1: Specialized Training (2 days in which 1.5 days in classroom, 0.5 day in field to be combined with exercises for Module 4)

Topics to be covered:

1. Harvesting
2. Wildlife Identification
3. CITES restrictions
4. Cross-border issues (FLEGT, EA- FLEG, ASEAN FLEG, ASEAN-WEN)

Session Goals/learning Objectives

- To know the procedures for proper harvesting, the permits needed, and how to monitor harvesting
- To understand the differences between endangered, rare and common species of wildlife , and identify them
- To be familiar with the different networks that work on cross-border issues such as illegal logging, timber and the wildlife trade

Competency Objectives:

By the end of the session the trainees should be able to:

- Know the procedures and monitoring of allowed harvesting;
- Identify endangered, rare and common species of wildlife found in Cambodia
- Know the different regional and international agencies which deal with cross-border forestry crime

Training Methods

Lecture, handouts, question and answer, case study on harvesting of timber and NTFP, group work, field trip with practical quizzes, examples and illustrations

Equipment and Practical Tools

Classroom

Chalkboard

Laptop and projector

Prakas No. 089 issued by the Ministry of Agriculture, Forestry and Fisheries

Code of Practice for Timber Harvesting in Cambodia.

Copy of Guide to Identifying Cambodian Wildlife

Prakas No 020 dated 25 January 2007 on Wildlife Classification and Lists

Prakas No 550 dated 17 December on Addition of 05 Wildlife Types and Classification of 06 Wildlife Types in Annex of Prakas No. 020 dated 25-01-2007 of Ministry of Agriculture, Forestry and Fisheries.

Directory of international and regional agencies working on cross-border forestry offenses

Assessment

Question and Answer session on main points raised

Visit to Phnom Tamao Zoo and Wildlife Rescue Centre

1.1 Harvesting

Procedures for harvesting are covered by Chapter 8 of Forestry Law and Prakas No. 089, issued by the Ministry of Agriculture, Forestry and Fisheries on 14 February 2005 and the Code of Practice for Timber Harvesting in Cambodia.

The resource person will instruct trainees on:

- Procedures for proper harvesting
- Timber legality system
- Customary user rights and community forestry

The resource person will also provide a case study on harvesting of timber and NTFP for the trainees to discuss in groups.

1.2 Wildlife Classification and Identification

The resource person will provide information to trainees about:

- Wildlife classification
- Wildlife identification
- Proper care of wildlife that have been confiscated

1.3 CITES Restrictions

The Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) is an international agreement between governments. Its aim is to ensure that international trade in specimens of wild animals and plants does not threaten their survival.

The resource person will guide the trainees to understand:

- Description of CITES
- Objectives of CITES
- Benefits of CITES
- Framework and structure of CITES
- CITES Management Authority of Cambodia
- Sub-Decree No 53 on international trade of endangered fauna and flora (dated 29-05-2006)

1.4 Cross-Border Issues

To be improving the forest law enforcement and governance, there are many platforms to be established in order to combat illegal logging, illegal timber and wildlife trade to meet sustainable forest management and sustainable timber production.

The resource person will present to trainees about:

1.4.1 FLEGT

- Description of Forest Law Enforcement, Governance and Trade (FLEGT)
- Objectives of FLEGT
- Benefits of FLEGT
- Framework and structure
- Cambodia's role, participation in and links with FLEGT

1.4.2 EA FLEG

- Description of East Asia Forest Law Enforcement and Governance (EA FLEG)
- Objectives of EA FLEG
- Benefits of EA FLEG
- Framework and structure of EA FLEG
- Cambodia's role, participation in and links with EA FLEG

1.4.3 ASEAN FLEG

- Description of ASEAN Forest Law Enforcement and Governance (ASEAN FLEG)
- Objectives of ASEAN FLEG
- Benefits of ASEAN FLEG
- Framework and structure of ASEAN FLEG
- Cambodia's role, participation in and links with ASEAN FLEG

1.4.4 ASEAN-WEN

- Description of ASEAN Wildlife Enforcement Network (ASEAN-WEN)
- Objectives of ASEAN-WEN
- Benefits of ASEAN-WEN
- Framework and structure of ASEAN-WEN
- Cambodia's role, participation in and links with ASEAN-WEN

Module 2: How to file a case in court: preparation and procedures (2 day training in which 1 and a half days in classroom and half day in field)

Topics to be covered:

1. Proper procedures for arrests, searches, intelligence and evidence gathering and protection (need for warrants, evidence confiscation and documentation, intelligence networks, preparation of forest offence prevention and suppression plans)
2. Documents needed for filing a case (forms required by the courts)
3. Preliminary investigation report for case tracking system (FCMRU form)

Session Goals/learning Objectives

- To understand the proper procedures for arrests
- To understand the proper procedures for searches and confiscations
- To learn the proper procedures for filing cases in courts
- To learn how to set up an intelligence network, and use the information gathered by the network
- To learn how to make forest offence prevention and suppression plans
- To learn how to find and preserve evidence
- To understand when evidence should be returned to the owner
- To learn how to fill in forms and prepare documentation for court cases

Competency Objectives:

By the end of the session the trainees should be able to:

- Explain when a court warrant is needed for arrests, searches and confiscations
- Describe the procedure for filing a court case
- Describe the steps of investigations
- Plan an investigation and create forest crime suppression and prevention plans
- Set up an intelligence network in their area
- Explain how to preserve and document evidence
- Know how to interrogate a witness and a suspect
- Fill in forms and write documents needed for filing court cases
- Write a preliminary investigation report for the FA case-tracking system

Training Methods

Lecture, handouts, exercises, question and answer, case studies and group work, examples and illustrations

Equipment and Practical Tools

Classroom

Chalkboard

Laptop and projector

Forms needed in court

Preliminary investigation report form

Checklist of interrogation questions

Case studies

Assessment

Role play on interrogating a witness and a suspect

Exercise on preparing files and writing minutes for court

Case studies – group discussions

Exercise on preparing preliminary investigation report for case tracking system

Visit to a provincial court

2.1 Proper procedures for arrests, searches, intelligence and evidence gathering and protection (need for warrants, evidence confiscation and documentation, intelligence networks, preparation of forest offence prevention and suppression plans)

The Forestry Law and the Code of Criminal Procedure contain the rules for conducting searches.

The resource person will provide information to trainees about:

2.1.1 Arrests

- *In flagrante delicto*
- Upon order of the court

2.1.2 Searches of residences

- Rights in searches of judicial police of FA
- Procedures and time period in searches

2.1.3 Steps in preserving evidence

- Secure the Scene
- Document the Scene
- Photograph or videotape the scene
- Collect Evidence
- Seal exhibits
- Maintain evidence

2.1.4 Interviewing suspects and witnesses

- Interviewing suspects
- Interviewing witnesses

2.1.5 Intelligence networks

- Establishment of intelligence networks
- Effective cooperation with local communities and authorities

- Providing incentives for informants

2.1.6 Preparing forest crime prevention and suppression plans

- Prevention plans should include the following elements:
 - 1- Outreach activities, for effective extension of forestry law and relevant regulations to stakeholders in own jurisdiction through publications, meetings and other programs, and marking the forest land. Extension should always reach local people in the villages.
 - 2- Constant and frequent patrols in places especially along the roads, forests, depots and sawmills to find forest offenses and to scare away offenders.
 - 3- Establishing and promoting informants on forest offenses and providing security for them.
- Suppression plans should include the following elements:
 - 1- Receiving forest offense information from other resources or informants;
 - 2- Field checks and verification of forest offense information received and actions based on procedures in collaboration with local authorities, relevant organizations and sub-committees and/or district working groups at provincial and district levels;
 - 3- Documentation and reporting to own higher level to know and decision making in cases of irregularities.

2.2 Documents needed to file a case in court

The resource person will present to trainees about the forms to be completed by FA judicial police (Co-Prakas No. 097 dated 03 March 2006 of the Ministry of Justice and Ministry of Agriculture, Forestry and Fisheries). These forms are:

- Warrant for Sending a Case to the Court
- Offense Minute
- Flagrant Offense Minute
- Search Record
- Interrogation Record

- Record of Temporary Seizure of Evidence
- Record of NTFP/Wood Products for Analysis
- Record of Temporary Detention
- Delivery/Control Record of Arrested Offenders
- Biographical Information on Offenders
- Level of Penalty Recommended
- Record of Custody of Evidence
- Transactional Fine Decision

Other important forms that FA judicial police may have to deal with are:

- Request for Search Warrant
- Request for Arrest Warrant
- Transactional Fines Form

2.3 Preliminary Investigation Report Form

Aside from filling in forms for a court case or for transaction fines, there is another form that needs to be accomplished by the FA staff who responsible for this work. This is an internal form used by the Central FA and is needed to enter data in its Case Tracking System, which is maintained by the Forest Crime Monitoring and Reporting Unit. This database is essential to monitor forest crimes nationwide, and to identify patterns of crimes, and/or offenders. It is a valuable law enforcement tool, as it can help identify offenders based on previous crimes they have committed, and their patterns of behavior, and how they commit the crimes.

The resource person will present to trainees about:

- How to fill this form and where it should be sent to
- Capital and provincial codes
- Classification of forest offense types and sub-types (C, T, W, P, E, I and M)
- Classification of forest offense processes (A, J and C)

2.4 Case studies

The resource person will provide the trainees with case studies on the following topics:

- Case of land encroachment
- Case of illegal logging
- Case of illegal wildlife trade
- Planning of operations for suppression of forest crimes
- Community forestry activities

The case studies will be discussed in groups, to identify issues, problems and ways to resolve these problems.

Module 3: Important Laws/The Cambodian Judicial System (4 day training)

Topics to be covered:

1. Forestry Law (focus on Chapters 14-17)
2. Land Law (focus on types of land, and penalties for encroachment)
3. Criminal Procedure Code (focus on roles of various actors in law enforcement, overview of the judicial system and procedures involved in court cases)
4. Protected Areas Law (articles on law enforcement)
5. Other Laws and Regulations related to forestry law

Session Goals/learning Objectives

- To learn the fundamental laws and other necessary regulations for forest law enforcement
- To understand the Cambodian Judicial System

Competency Objectives:

By the end of the session the trainees should be able to:

- Explain the main provisions of the laws and other regulations
- Understand why these laws are important to forest law enforcement
- Understand how the laws interact with each other
- Describe the judicial system and how it works

Training Methods

Lecture, handouts, question and answer, examples and illustrations

Equipment and Practical Tools

Classroom

Chalkboard

Laptop and projector

Copy of basic Laws and sub-decrees

Graph/overview of Cambodian Judicial System

Matrix of offenses related to forestry law enforcement

Assessment

Question and Answer session on main points raised

Case studies, role playing, group discussions

Quiz on where to find information on various legal issues

3.1 Forestry Law (Chapters 14-17)

This law defines the framework for management, harvesting, use, development and conservation of the forests in the Kingdom of Cambodia.

The objective of this law is to ensure the sustainable management of these forests for their social, economic and environmental benefits, including conservation of biological diversity and cultural heritage.

The resource person will present the important points as stated in chapter 14-17 of the forestry law to trainees as follows:

3.1.1 Chapter 14: Procedures to Resolve Forestry Offenses

- Roles and duties of FA judicial polices and FA staff in investigation, control, suppress and filling forest offenses within their jurisdiction
- Roles and duties of local authorities, armed forces and other agencies to facilitate and assist FA in the investigation, prevention and suppression of forest offenses
- Rights of FA judicial polices in implementation of their duties
- Preparation of forest offense documents and standard forms for forest offense minutes
- Evidence of forest offenses and their resolutions
- Statute of limitations to file a case with the court
- Rights of any person to appeal to the Head of FA and its decision.

3.1.2 Chapter 15: Forestry Offenses and legal Penalties

- Punishments for forest offenses
- Rules and rights to decide transactional fines
- Rights of FA and courts in resolution of forest offenses

- Threat and obstruction made by the officials of local authority and other agencies to FA officials in performance
- Forest offenses made by FA officials and punishments.

3.1.3 Chapter 16: Implementation of Court Verdict

- Implementation of court verdicts or final court decisions on forestry offenses
- Copies of all court verdicts and court decisions to FA
- Management of confiscated evidence after court verdicts or court decisions comes into effect.

3.1.4 Chapter 17: Transitional provisions

- Rights of FA in evicting and reclaiming ownership of the state forestland
- Transferring the jurisdiction in management of sawmills, forest products & by-products processing facilities from Ministry of Industry, Mines and Energy to the Ministry of Agriculture, Forestry and Fisheries.

3.2 Land Law (Article 15, 16, 17, 18, 19, 29, 31, 43, 44, 259)

The resource person will present the main articles of the 2001 Land Law to guide the trainees in understanding the relation of this law to the Forestry Law:

- State public property and public legal entity's public property
- Prohibition of selling of state public property
- State private property and public legal entity's private property
- Nullity in supervision of state public property and public legal entity's public property
- No purchasing for state public property

- Nullity of documents in connection with supervision of state public property or public legal entity's public property
- Penalties for encroachment of state public land and state private land

3-3 Code of Criminal Procedure

The Criminal Procedure Code establishes the methods in which a crime is brought to court, and processed by the court.

The resource person (s) will present information to trainees about:

3.3.1 Cambodian Judicial System

- Courts of First Instance
- Appeal Court
- Supreme Court

3.3.2 Prosecution

- Role of prosecution
- Prosecutors
- Hierarchy of prosecution
- Functions of general prosecutor attached to Supreme Court
- Functions of general prosecutor attached to Appeal Court
- Functions of prosecutor at Courts of First Instance
- Powers of prosecutors and deputy prosecutors
- Filing without processing

3.3.3 Investigating Judge and Investigation Chamber

- Assignment by court president
- Distribution of case files by court president
- Withdrawal of case files from investigating judge
- Special composition of investigation chamber of Appeal Court

3.3.4 Judicial Police

- Mission of judicial police
- Composition of judicial police
- Coordination of judicial police
- Supervision of judicial police

3.3.5 Judicial Police Officers

- Qualification of Judicial police officers
- Judicial police officers
- Disciplinary procedures
- Disciplinary sanctions
- Prohibition of judicial police officers
- Territorial jurisdiction of judicial police officers
- Mission of judicial police officers

3.3.6 Judicial Police Agents

- Qualification of Judicial police agents
- Oath of judicial police agents
- Mission of judicial police agents
- Misconduct committed by judicial police agents during performance of duties
- Disciplinary sanction
- Accreditation of other civil servants and public agents

3.3.7 Judgment and appeal of judgment

- Judgment of Courts of First Instance
- Types of judgment
- Opposition against default judgment and time limit for opposition motion
- Appeals against judgment and time period for appeal
- Types of appeal judgment
- Opposition against default appeal judgment and time period for opposition motion

- Request for cassation to supreme court and time period for request for cassation
- Time limit for writing briefs and extension
- Motion for review of proceeding

3.4 Protected Areas Law (Chapter 10: Article 53-64)

This law, passed in 2008, defines the framework of management, conservation and development of protected areas. The objectives of this law are to ensure the management, conservation of biodiversity, and sustainable use of natural resources in protected areas. It is the responsibility of the Ministry of Environment to implement this law.

Chapter 10 of the Protected Areas Law sets out what offenses are punishable, and what penalties should be imposed. Aside from the penalties imposed, all evidence is to be confiscated.

The resource person will present information to the trainees about:

- Different kinds of punishment
- Proceeds of sales of evidence by the court
- Exact terms of the punishment to be imposed
- Written warnings
- Transactional Fines
- Offenses of the second grade, third grade and fourth grade
- Punishment caused by obstruction of the work of any nature conservation and protection administration official
- Punishment of any natural conservation and protection administration official who is negligent or who deliberately violates the law

3.5 Other Laws and Regulations

The resource person will present to trainees information on other related laws, sub-decrees and orders in connection with investment

of forest lands, distribution of forest land to people without land and procedures to prevent, confiscate and resolve forest land encroachment and land grabbing. These regulations are:

- Law on Mineral Resource Management and Exploitation (Articles 2-3, 7-8, 21, 33-35, 38)
- Law on Water Resource Management (Articles 5, 10, 12, 22 and 36)
- Law on the Management of Weapons, Explosives and Ammunition (Chapter 2: Articles 4- 17, Chapter 4: 19-24)
- Sub-Decree No. 158 dated 14 October 2008 on procedure and condition in management of utilization of weapons, explosives and ammunitions by Royal Armed Forces, National Polices, Public Institution and officers
- United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials which provide information on the situations when law enforcement officials may fire weapons
- Sub-decree on economic land concession (No 146 dated 27 December 2005) : This sub-decree identifies the criteria, procedures, mechanism and preparation of institution for initiating and providing economic land concession, for monitoring and controlling the contract implementation and for reviewing economic land concession that have had contracts before this sub-decree was passed, but after the 2001 Land Law.
- Sub-decree on social land concession (No19 dated 19 March 2003): This sub-decree identifies the criteria and mechanisms for providing social land concession for housing and/or for household agriculture.

- Order No 01 on preventing, suppressing and eliminating forest cutting, burning, clearing and occupying forest lands (dated 09-06-2004): This Order combats illegal forest land encroachment and land grabbing.
- Order No 01 on preventing all types of forest land clearance for properties (dated 10-05-2006): This Order states that forest lands that have been encroached upon are to be confiscated and returned as state properties.
- Order No 02 on management and control of chainsaw utilization (dated 20-09-2006): This Order is to prevent the unauthorized use of chainsaws and to confiscate illegal chainsaws.
- Circular No 02 on illegal encroachment of state lands (dated 26-02-2007): This Circular identifies the procedure for confiscating and taking back all kind of forest lands following the order No. 01 dated 10 May 2006 on preventing all types of forest land clearance for properties.
- Statement of **Samdech Akkak Moha Sena Padei Techo Hun Sen**, prime minister of the kingdom of Cambodia on the occasion of the closing ceremony of MAFF 2008-2009 reunion and planning for 2009-2010: This statement discusses effective strengthening of forest law enforcement, order and regulations to prevent and eliminate all kinds of forest anarchy and requesting the courts and prosecutors to take quick action for forest offense cases and punish the offenders that FA officials have sent to the court.

Module 4: Special Skills (2 days, 1,5 day in classroom, 0/5 day in field – to be combined with exercises for Module 1)

Topics to be covered:

1. Communication and negotiation skills
2. Conflict management and resolution
3. GPS and map reading
4. Document management and filing

Session Goals/learning Objectives

- To understand how to deal with various stakeholders involved in forestry law enforcement
- To understand how to resolve minor conflicts peacefully
- To know how to use GPS and maps
- To understand the basic methods of creating and managing files

Competency Objectives:

By the end of the session the trainees should be able to:

- Speak and cooperate with prosecutors, judges, other law enforcement officials from different agencies and communities
- Resolve minor disputes peacefully
- Read GPS points and plot them on maps, and navigate using GPS and maps
- Know how to organize and file documents related to cases and other law enforcement activities

Training Methods

Lecture, handouts, question and answer, examples and illustrations

Equipment and Practical Tools

Classroom

Chalkboard

Laptop and projector

Assessment

Question and Answer session on main points raised

Role-play in speaking with communities and with court officials

Exercises on how to use GPS/Maps at Phnom Tamao Zoo and
Wildlife Rescue Centre

Exercise on how to file and find files

4.1 Communication and Negotiation Skills

4.1.1 Communication skills

Effective communication is all about conveying your messages to other people clearly and unambiguously. It's also about receiving information that others are sending to you, with as little distortion as possible.

The resource person will provide information on:

- Process of transferring information and understanding from one person to another and three communications barriers (physical, semantic and personal)
- Communication process: what it is, how it works
- Barriers to communication
- How managers fit into the communication process
- Communication in the information age
- Improving communication effectiveness

4.1.2 Negotiation Skills

Negotiation skills are important for FA officers who have to deal with communities, with other law enforcement officials and with local authorities. The trainers will instruct trainees on:

- When and how to negotiate, including different tactics to achieve your objectives
- How to achieve a win-win situation

4.2 Conflict Management and Resolution

The resource person will present to trainees about conflict management and policy:

- Description of conflict
- Elements of conflict
- Dimensions of conflict
- Management issues
- Causes of conflict

- Reactions to conflict
- Responses to conflict
- Conflict management
- Successful conflict management

4.3 GPS and Map Reading

FA judicial officers need to know how to use and how to read maps when they are planning operations and conducting patrols in the forests. Sometimes the GPS system will not work in heavy forest cover, or in bad weather. Knowing how to read a map will ensure that FA officers know where they are, and where they are going.

The resource person will instruct trainees about:

4.3.1 GPS

- What is GPS?
- What is GPS used for?
- Marking a position
- How to record the UTM of location in GPS
- How to find the UTM of location that are saved in GPS
- How to find the location in field
- How to cancel waypoint in GPS

4.3.2 Map Reading

- What is a map?
- Characteristic of map
- Why is it necessary to know how to read a map?
- Types of maps
- Topographic Map
- How to calculate locations (UTM) on maps

4.4 Creating and Managing a Filing System

The resource person will present information to trainees about:

- Creating a filing system
 - identifying documents produced
 - categorizing them
- Maintaining a filing system
 - arranging documents
- Creating an inventory for your filing system

References:

Briefing Note No. 1, FLEGT, Series 2007

Cambodian Code of Practice for Forest Harvesting, 1999

Circular No. 02 dated 26 February 2007 on Illegal Encroachment of State Lands

Code of Criminal Procedure, 2007

Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), 1973 and 1979

Co-Prakas No 097 dated 06 March 2006 of the Ministry of Agriculture, Forestry and Fisheries and Ministry of Justice on Standard Forms for Forest Offense Minutes

Forestry Law, 2002

ITTO-PD493/07 Rev.1 (F) Strengthening Capacity of Forest Law Enforcement and Governance in Cambodia, 2008

Land Law, 2001

Law on Management of Weapons, Explosives and Ammunition, 2005

Protected Areas Law, 2008

Law on Mineral Resource Management and Exploitation, 2007

Law on Water Resource Management, 2007

Order No. 01 dated 09 June 2004 on Preventing, Suppressing and Eliminating Forest Cutting, Burning, Clearing and Occupying Forest Land

Order No. 01 dated 10 May 2006 on Prevention of All Types of Forest Land Clearance for Properties

Order No. 02 dated 20 September 2006 on Management and Control of Chainsaw Utilization

Pin Phany. 2009. Report on Evaluation of Existing Human Resources of Local Forestry Administration for the Training Needs

Prakas No 089 dated 14 February 2005 on Timber and Non-timber Forest Product Prohibited in Harvesting

Prakas No 020 dated 25 January 2007 on Wildlife Classification and Lists

Prakas No 550 dated 17 December on Addition of 05 Wildlife Types and Classification of 06 Wildlife Types in Annex of Prakas No. 020 dated 25-01-2007 of Ministry of Agriculture, Forestry and Fisheries.

Preliminary Investigation Report Form (Forestry Administration), 1999

Statement of **Samdech Akkak Moha Sena Padei Techo Hun Sen**, Prime Minister of the Kingdom of Cambodia on the Occasion of the Closing Ceremony of MAFF 2008-2009 Reunion and Planning for 2009-2010, on Strengthening Forest Law Enforcement and Prosecution of Forest Crimes

Sub-Decree No. 19 dated 19 March 2003 on Social Land Concessions

Sub-Decree No. 146 dated 27 December 2005 on Economic Land Concessions

Sub-Decree No 53 dated 29-05-2006 on International Trade of Endangered Fauna and Flora

Sub-Decree No. 158 issued on 14 October 2008 on Procedure and Condition in Management of Utilization of Weapons, Explosives and Ammunitions by Royal Armed Forces, National Polices, Public Institution and Officers

United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials

- អតិថិជនលេខមេត្រីស្តង់ដារប៊ីប៊ីអេសស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខប៊ីប៊ីអេសស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ

៖ ឧទាហរណ៍លេខមេត្រីស្តង់ដារលេខប៊ីប៊ីអេសស្តង់ដារលេខ

លេខមេត្រីស្តង់ដារលេខប៊ីប៊ីអេសស្តង់ដារលេខ ១-១

- លេខមេត្រីស្តង់ដារលេខប៊ីប៊ីអេសស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ

លេខមេត្រីស្តង់ដារលេខ ២-២

- លេខមេត្រីស្តង់ដារលេខប៊ីប៊ីអេសស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ
- លេខមេត្រីស្តង់ដារលេខ

- SAC ផ្នែកគ្រប់គ្រង (WLD) យន្តការសម្របសម្រួលស្រុក •
- គម្រោងគ្រប់គ្រងសហគមន៍ •
- គម្រោងគ្រប់គ្រង SAC ព្រះវិហារ •
- គម្រោង ប្រយោជន៍ស្រុក •

SAC ព្រះវិហារ ៦-១

គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ

១. គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ គ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ
 លើក្រឹត្យស្តីពីការគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ ២. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ
 ព្រះរាជាណាចក្រកម្ពុជា ៣. ក្រសួងកសិកម្ម រុក្ខាប្រមាញ់ និងនេសាទ
 ព្រះរាជាណាចក្រកម្ពុជា ៤. ក្រសួងសង្គមកិច្ចការនារី ព្រះរាជាណាចក្រកម្ពុជា
 ៥. ក្រសួងស្ថិតិ ព្រះរាជាណាចក្រកម្ពុជា ៦. ក្រសួងសុខាភិបាល ព្រះរាជាណាចក្រកម្ពុជា
 ៧. ក្រសួងយុវជន និងកីឡា ព្រះរាជាណាចក្រកម្ពុជា ៨. ក្រសួងស្ថាប័នស្រុកស្រែចម្ការ
 ព្រះរាជាណាចក្រកម្ពុជា ៩. ក្រសួងស្ថាប័នស្រុកស្រែចម្ការ ព្រះរាជាណាចក្រកម្ពុជា

គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ SAC ព្រះវិហារ ៧-១

- គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ •
- គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ •
- គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ •
- គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ •
- គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ •
- គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ •
- គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ •
- គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ •

៖ គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ

គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ

គម្រោងគ្រប់គ្រងសហគមន៍ស្រុកស្រែចម្ការ SAC ព្រះវិហារ ៨-១

- ២. ខ្លឹមសារ-ខ្លឹមសារសេចក្តីសម្រេចរបស់គណៈកម្មាធិការជាតិរៀបចំការបោះឆ្នោត
 មន្ទីរពេទ្យសុខាភិបាលសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ យោងលើសេចក្តីសម្រេចរបស់គណៈកម្មាធិការជាតិរៀបចំការបោះឆ្នោត
 ៖ ប្រធានក្រុមប្រឹក្សា

ក្រសួងសុខាភិបាល ២. ក្រសួងសុខាភិបាល ៣. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៤. ក្រសួងស្ថាប័នស្របច្បាប់ ៥. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ
 ៦. ក្រសួងសុខាភិបាល ៧. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៨. ក្រសួងសុខាភិបាល ៩. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ

លេខកំណត់ ៣-៦-១

- ១. លេខកំណត់ក្រសួងសុខាភិបាល ២. លេខកំណត់ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៣. លេខកំណត់ក្រសួងសុខាភិបាល ៤. លេខកំណត់ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៥. លេខកំណត់ក្រសួងសុខាភិបាល ៦. លេខកំណត់ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៧. លេខកំណត់ក្រសួងសុខាភិបាល ៨. លេខកំណត់ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៩. លេខកំណត់ក្រសួងសុខាភិបាល ១០. លេខកំណត់ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ

លេខកំណត់ ៣-៦-២

ក្រសួងសុខាភិបាល ២. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៣. ក្រសួងសុខាភិបាល ៤. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៥. ក្រសួងសុខាភិបាល ៦. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៧. ក្រសួងសុខាភិបាល ៨. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៩. ក្រសួងសុខាភិបាល ១០. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ

៖ ប្រធានក្រុមប្រឹក្សា

ក្រសួងសុខាភិបាល ២. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៣. ក្រសួងសុខាភិបាល ៤. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៥. ក្រសួងសុខាភិបាល ៦. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៧. ក្រសួងសុខាភិបាល ៨. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ ៩. ក្រសួងសុខាភិបាល ១០. ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ

ក្រសួងសុខាភិបាល ៣-៦-១

លេខកំណត់ ៣-៦-១

៤. លោកជំទាវ ធុន មុន្នី អគ្គនាយកដ្ឋានអន្តរាគ្គនាគរូប -

គ្រួសារកម្ពុជា ក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ

លើកស្រាយ ធុន ធីតា អគ្គនាយកដ្ឋានសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ នៃក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ -

រដ្ឋបាលស្រុកស្រែចម្ការ ធុន អគ្គនាយកដ្ឋានសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ នៃក្រសួងសេដ្ឋកិច្ច និងហិរញ្ញវត្ថុ -

ក្រុមប្រឹក្សាភិបាលក្រុមហ៊ុនស្រែចម្ការ ធុន លើកស្រាយ -

លក្ខណៈគ្រួសារ

ក្រុមប្រឹក្សាភិបាលក្រុមហ៊ុនស្រែចម្ការ ធុន ក្រុមហ៊ុនស្រែចម្ការ -

ក្រុមហ៊ុនស្រែចម្ការ -

ក្រុមហ៊ុនស្រែចម្ការ -

ក្រុមប្រឹក្សាភិបាលក្រុមហ៊ុនស្រែចម្ការ

៤. លក្ខណៈគ្រួសារ ធុន ក្រុមហ៊ុនស្រែចម្ការ ធុន

លើកស្រាយ ក្រុមហ៊ុនស្រែចម្ការ ធុន ក្រុមហ៊ុនស្រែចម្ការ ធុន ក្រុមហ៊ុនស្រែចម្ការ ធុន

លក្ខណៈគ្រួសារស្រែចម្ការ

២២

- ៤. ម៉ូតូ៤គម្រប្រើប្រាស់ម៉ូតូអេស៊ូម៉ាតូ ធុន ធ្មបរលើស្ទើរទាល់
- ធុនបំបែកធុនពីមុខយោងមធ្យមមធ្យម ធុន ពូលិវិយេយ្យធុនពូលិវិយេយ្យ
- ធុនពូលិវិយេយ្យធុនពូលិវិយេយ្យ
- ពូលិវិយេយ្យ ធុន SAG ពូលិវិយេយ្យធុនពូលិវិយេយ្យធុនពូលិវិយេយ្យ
- ធុនពូលិវិយេយ្យធុនពូលិវិយេយ្យ
- ធុនសមរម្យ ធុន ពីមុខយោងមធ្យមម៉ូតូ ៤គម្រប្រើប្រាស់ម៉ូតូ
- ធុន គណីស្រ ប្រើម៉ូតូម៉ូតូលើប្រើប្រាស់ម៉ូតូលើប្រើប្រាស់ ធុន ម៉ូតូម៉ូតូ

: រ៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូ

ម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូ

- យោងមធ្យមមធ្យម ធុន ម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូ
- ធុនពូលិវិយេយ្យ SAG ពូលិវិយេយ្យធុនពូលិវិយេយ្យ
- ធុនពូលិវិយេយ្យយោងមធ្យមម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូ
- ធ្មបរលើស្ទើរទាល់
- យោងមធ្យមម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូ

យោងម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូ

- យោងមធ្យមមធ្យម ធុន ធុនពូលិវិយេយ្យ -១
- ធុនពូលិវិយេយ្យ SAG ពូលិវិយេយ្យ -២
- ពូលិវិយេយ្យម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូ ធុន ធុនពូលិវិយេយ្យ -៣
- យោងម៉ូតូ ធុន ធុនពូលិវិយេយ្យ -៤

: ម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូ

(ពូលិវិយេយ្យម៉ូតូ)

ធុនម៉ូតូ ធុន ម៉ូតូម៉ូតូម៉ូតូម៉ូតូម៉ូតូ ១៤ : ម៉ូតូ(៣) ម៉ូតូម៉ូតូម៉ូតូម៉ូតូ : ១ ម៉ូតូម៉ូតូ

- ៤. ទស្សនៈយីវិតរាជានិរុទ្ធសម្រេច
- យីវិតរាជានិរុទ្ធសម្រេចដំបូងដើម្បីយីវិតរាជានិរុទ្ធសម្រេចដ៏រឹងមាំរហូតដល់
- យីវិតរាជានិរុទ្ធសម្រេចដ៏រឹងមាំរហូតដល់
- យីវិតរាជានិរុទ្ធសម្រេចដ៏រឹងមាំរហូតដល់
- យីវិតរាជានិរុទ្ធសម្រេចដ៏រឹងមាំរហូតដល់

វិញ្ញាណកម្មលើសន្តិភាព •

ការកែលម្អសន្តិភាពលើសន្តិភាព •

វិញ្ញាណ ធម្ម ការកែលម្អសន្តិភាព ១-៦-៣

គុណភាពវិញ្ញាណកម្ម •

លក្ខណៈគុណភាពវិញ្ញាណកម្មលើសន្តិភាព •

លក្ខណៈគុណភាពវិញ្ញាណកម្មលើសន្តិភាព •

ឯកសារធម្មតាសន្តិភាពសន្តិភាព ៧ ៧៧៧៧៧៧ •

ឯកសារធម្មតាសន្តិភាពសន្តិភាពសន្តិភាព •

ឯកសារធម្មតាសន្តិភាពសន្តិភាពសន្តិភាព •

គុណភាពវិញ្ញាណកម្មសន្តិភាពសន្តិភាព ៣-៦-៣

និរន្តរភាពសន្តិភាពសន្តិភាពសន្តិភាព ធម្ម ធម្មតា •

គុណភាពសន្តិភាពសន្តិភាពសន្តិភាព

គុណភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាព •

សន្តិភាពសន្តិភាពសន្តិភាព ៣-៦-៣

សន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាព •

សន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាព •

សន្តិភាពសន្តិភាព ៦-៦-៣

: ធម្មតាសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាព

២. និរន្តរភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាព

(សន្តិភាពសន្តិភាព)

លក្ខណៈគុណភាពសន្តិភាព ធម្ម ធម្មតាសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាព

សន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាព

ធម្ម ធម្មតាសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាពសន្តិភាព ៦-៣

- ដីខ្ពស់ក្នុងស្រុកស្រែវែងក្នុងស្រុក -
- ក្រុមហ៊ុនវិនិយោគសេដ្ឋកិច្ចស្រុកស្រែវែង -
- ក្រុមហ៊ុនវិនិយោគសេដ្ឋកិច្ចស្រុកស្រែវែង -
- ក្រុមហ៊ុនវិនិយោគសេដ្ឋកិច្ចស្រុកស្រែវែង -
- ក្រុមហ៊ុនវិនិយោគសេដ្ឋកិច្ចស្រុកស្រែវែង -
- ក្រុមហ៊ុនវិនិយោគសេដ្ឋកិច្ចស្រុកស្រែវែង -
- ក្រុមហ៊ុនវិនិយោគសេដ្ឋកិច្ចស្រុកស្រែវែង -

លក្ខណៈស្រុក

- ដីស្រែកស្រុកស្រែវែង -
- ក្រុមហ៊ុនវិនិយោគសេដ្ឋកិច្ចស្រុកស្រែវែង -
- ក្រុមហ៊ុនវិនិយោគសេដ្ឋកិច្ចស្រុកស្រែវែង -
- ក្រុមហ៊ុនវិនិយោគសេដ្ឋកិច្ចស្រុកស្រែវែង -

គ្រួសារដូរវិញទិញដីលើលេខប័ណ្ណក្រីន ធុន ទិញសិទ្ធិលើខែស្រែលើលេខគំរូ -
ធុន ទិញដីលើលេខគំរូស្រែលើលេខប័ណ្ណក្រីន ធុន ទិញសិទ្ធិលើលេខគំរូ -

លេខប័ណ្ណក្រីន

៤. លេខប័ណ្ណក្រីន

ទិញ ធុន លើលេខប័ណ្ណក្រីនលើលេខប័ណ្ណក្រីន ធុន ទិញសិទ្ធិលើលេខគំរូ -
ទិញ ធុន លើលេខប័ណ្ណក្រីនលើលេខប័ណ្ណក្រីន ធុន ទិញសិទ្ធិលើលេខគំរូ ២០០៧

ឆ្នាំ ២០០៧ ខែ ១២ ថ្ងៃ ១៥ មធ្យមសិក្សា ០៧០ ខេត្តសៀមរាប ធុន ទិញសិទ្ធិលើលេខគំរូ
ធុន ទិញសិទ្ធិលើលេខប័ណ្ណក្រីនលើលេខប័ណ្ណក្រីន ធុន ទិញសិទ្ធិលើលេខគំរូ
ទិញសិទ្ធិលើលេខប័ណ្ណក្រីនលើលេខប័ណ្ណក្រីន ទិញសិទ្ធិលើលេខគំរូ លើលេខប័ណ្ណក្រីន
ធុន ទិញសិទ្ធិលើលេខប័ណ្ណក្រីនលើលេខប័ណ្ណក្រីន ធុន ទិញសិទ្ធិលើលេខគំរូ ២០០៧ ឆ្នាំ ២០០៧ ខែ ១២ ថ្ងៃ ១៥ មធ្យមសិក្សា ០៧០ ខេត្តសៀមរាប -

លើលេខប័ណ្ណក្រីន

ទិញសិទ្ធិលើលេខប័ណ្ណក្រីនលើលេខប័ណ្ណក្រីន ធុន ទិញសិទ្ធិលើលេខគំរូ លើលេខប័ណ្ណក្រីន
លើលេខប័ណ្ណក្រីន ធុន ទិញសិទ្ធិលើលេខប័ណ្ណក្រីនលើលេខប័ណ្ណក្រីន ធុន ទិញសិទ្ធិលើលេខគំរូ ២០០៧ ឆ្នាំ ២០០៧ ខែ ១២ ថ្ងៃ ១៥ មធ្យមសិក្សា ០៧០ ខេត្តសៀមរាប -

រោងចក្រដំឡើងយានយន្តកម្ពុជា •
ធុនខ្ពស់នៃខ្លួនយោង

ធុន លទ្ធផលការងារគ្រប់គ្រង ដំឡើងយានយន្តកម្ពុជាយោងដ្ឋាន •
ញាតិ វិទ្យាស្ថាននៃយានយន្តកម្ពុជា

យោងដ្ឋានខ្ពស់ ធុន SAT ក្រុមហ៊ុនកម្ពុជាយានយន្តកម្ពុជាយោងដ្ឋាន •
វិទ្យាស្ថាននៃយានយន្តកម្ពុជា ធុន ប្រព័ន្ធគ្រប់គ្រង

ប្រព័ន្ធគ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន •
ញាតិវិទ្យាស្ថាន

នៃយានយន្តកម្ពុជាយោងដ្ឋាន ធុន ក្រុមហ៊ុនយានយន្តកម្ពុជា មជ្ឈមណ្ឌល •
យោង គ្រប់គ្រងយានយន្តកម្ពុជា ធុន យោងនៃយានយន្តកម្ពុជា

ញាតិវិទ្យាស្ថាននៃយានយន្តកម្ពុជា •
ដំឡើងយានយន្តកម្ពុជា ធុន ប្រព័ន្ធគ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន •

: នយោបាយ

លើកិច្ចការប្រចាំថ្ងៃនៃយានយន្តកម្ពុជាយោងដ្ឋាន លើកិច្ចការប្រចាំថ្ងៃនៃយានយន្តកម្ពុជាយោងដ្ឋាន

ដំឡើងយានយន្តកម្ពុជា

៤ វិទ្យាស្ថានយានយន្តកម្ពុជា

យោង ធុន គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន ធុន គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន •
នៃយានយន្តកម្ពុជាយោងដ្ឋាន គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន

គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន •
គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន •

គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន •
គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន •

គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន

គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន គ្រប់គ្រងយានយន្តកម្ពុជាយោងដ្ឋាន

(ហាងដេរេអូ)

ផ្ទៃក្រឡាដីសរុបនៃទំនប់ស្រះស្រោចទឹកស្រែ (លេខស្រោច)	UTM
ផ្ទៃក្រឡាដីសរុបនៃទំនប់ស្រះស្រោចទឹកស្រែ	ITTO
ទំហំផ្ទៃក្រឡាដីសរុបនៃទំនប់ស្រះស្រោចទឹកស្រែ	MAFF
ទំហំផ្ទៃក្រឡាដីសរុបនៃទំនប់ស្រះស្រោចទឹកស្រែ	GPS
ការវិនិយោគសាងសង់ទំនប់ស្រះស្រោចទឹកស្រែ	FLEGT
ផ្ទៃក្រឡាដីសរុបនៃទំនប់ស្រះស្រោចទឹកស្រែ	FA
ទំហំផ្ទៃក្រឡាដីសរុបនៃទំនប់ស្រះស្រោចទឹកស្រែ	EA-FLEG
ទំហំផ្ទៃក្រឡាដីសរុបនៃទំនប់ស្រះស្រោចទឹកស្រែ	CITES
លេខស្រោចទឹកស្រែសរុបនៃទំនប់ស្រះស្រោចទឹកស្រែ	ASEAN-WEN
ការវិនិយោគសាងសង់ទំនប់ស្រះស្រោចទឹកស្រែ	ASEAN-FLEG
លេខស្រោចទឹកស្រែសរុបនៃទំនប់ស្រះស្រោចទឹកស្រែ (អាស៊ាន)	ASEAN

កិច្ចសន្យាស្តីពីការសាងសង់ទំនប់ស្រះស្រោចទឹកស្រែ

កិច្ចសន្យាស្តីពីការងារសម្រាប់ប្រជាជនក្រីក្រ

ប្រការ ១១

៤. គ្រឹះស្ថានស្រូវស្រែកម្ពុជា នឹងផ្តល់ជំនួយបច្ចេកទេស និង ធនធានមនុស្ស ដល់គ្រឹះស្ថានស្រូវស្រែកម្ពុជា ដើម្បីធានាបាននូវភាពប្រសើរឡើងនៃផលិតផលស្រូវស្រែកម្ពុជា និង ធនធានមនុស្ស របស់គ្រឹះស្ថានស្រូវស្រែកម្ពុជា ។

៥. កិច្ចសន្យាស្តីពីការងារសម្រាប់ប្រជាជនក្រីក្រ នឹងមានសុពលភាពចាប់ពីថ្ងៃចុះហត្ថលេខា ដល់ថ្ងៃបញ្ចប់ការងារសម្រាប់ប្រជាជនក្រីក្រ ។

៦. OLLI យល់ព្រមផ្តល់ជំនួយបច្ចេកទេស និង ធនធានមនុស្ស ដល់គ្រឹះស្ថានស្រូវស្រែកម្ពុជា ដើម្បីធានាបាននូវភាពប្រសើរឡើងនៃផលិតផលស្រូវស្រែកម្ពុជា និង ធនធានមនុស្ស របស់គ្រឹះស្ថានស្រូវស្រែកម្ពុជា ។

៧. លើកលែងតែ

ក្នុងករណីមានការប្តូរខ្លាំងនៃលទ្ធផលការងារសម្រាប់ប្រជាជនក្រីក្រ ។

បញ្ជីចំណុះបញ្ជីនេះឡើង ។

ផ្តល់មតិយោបល់ កែសម្រួល និង ជួយខ្យល់ដំណើរការទ្រទ្រង់អាស៊ានប្រចាំឆ្នាំ បង្កើតបានជាគំនិត
ស្តីពីពេលវេលានៃការកំណត់ទីកន្លែង " និង ទ្រង់ដោះស្រាយពិបាកក្នុងការដោះស្រាយបញ្ហា
គោលការណ៍ ITO-PD 493/07 Rev.1(F) ស្តីពី " ការពង្រឹងសេវាសេវាសេវាសេវាសេវាសេវាសេវា
លោក **កូន ធីតា** ទ្រង់ដោះស្រាយ ITO លោក **អៀង សារ៉េត** អ្នកសម្របសម្រួល
Maria Victoria Icasiano Diokno ទ្រង់ដោះស្រាយ ITO លោក **សួន សួន សួន**
លោក **Hwan OK Ma** អ្នកគ្រប់គ្រងការងារ ITO លោក **ស្រី**
លោក **គុំ គុំ គុំ** ប្រតិភូការងារដឹកនាំប្រចាំឆ្នាំប្រចាំឆ្នាំប្រចាំឆ្នាំប្រចាំឆ្នាំ
អ្នករៀបចំគំនិតចំណុះបញ្ជីនេះ បញ្ជីចំណុះបញ្ជីនេះ បញ្ជីចំណុះបញ្ជីនេះ

សេចក្តីសន្និដ្ឋាន



៣១..... គណនេយ្យវិធាន

១១..... លេខកម្រិតស្តង់ដារនៃការងារ ធុន ១-១

១១..... ធុនស្តង់ដារនៃការងារ ៣-១-១

០១..... SAC លុយវិញនៃការងារ ៦-១-១

០១..... ធុនស្តង់ដារនៃការងារ SAC លុយវិញនៃការងារ ១-១

០១..... លុយវិញនៃការងារ ធុន ៣-១

១១..... លេខកម្រិតស្តង់ដារនៃការងារ ៣-៦-១

១១..... ធុនកម្រិតស្តង់ដារនៃការងារ ៦-៦-១

១១..... លេខកម្រិតស្តង់ដារនៃការងារ ៦-១

១១..... លុយវិញនៃការងារ : ១១ខ្ពស់

១១..... លេខកម្រិតស្តង់ដារនៃការងារ ៣១ លុយវិញ ១-១

១១..... (១១-១១ លុយវិញ : ០៦ ខ្ពស់) ធុនកម្រិតស្តង់ដារនៃការងារ ១-១

១១..... លុយវិញនៃការងារ ៣១ លុយវិញ ១-១-១

៣៧..... ភ្នំបង្គំពាលយមេនដេមុយើ ១-៧-៧

៣៧..... ភ្នំបង្គំពាលយមេនថ្មីន ២-៧-៧

៣៧..... ភ្នំបង្គំពាលយមេន ១-៧-៧

៣៧..... ព័ទ្ធជុំវិញយេន ធុន ព័ទ្ធជុំវិញនេដិស្រ ៧-៧-៧

៣៧..... យេណែនយេដី ៣-៧-៧

៣៧..... ប្រតិបត្តិយេនយេនដី ១-៧-៧

៣៧..... ប្រតិបត្តិយេនយេនដី ៧-៧-៧

៣៧..... (១១៣ ១១)

'៧១ '៣៧ '១៣ '១៦ '២៦ '៧៦ '១៦ '១៦ ឃើន) ពាលភ្នំបង្គំ ៣-៧

១៣..... (៧៦-១៦ ដើម) ឃើនយេនយេនដី ១-៧

១៣..... ប្រតិបត្តិយេនយេនដី ធុន ធុនយេនយេនដី : យេនដី

១៣..... ដីដីដីដីដី ១-៣

១៣..... ឃើនយេនយេនដី ៧-៣

១៣..... យេនយេនដី ៣-៣

១៣..... ឃើនយេនយេនដី ១-៦-៣

១៣..... ដីដីដីដីដី ២-៦-៣

១៣..... ដីដីដីដីដី ៧-៦-៣

១៣..... ដីដីដីដីដី ៣-៦-៣

១៣..... ដីដីដីដីដី ៦-៦-៣

១៣..... ដីដីដីដីដី

ពាលភ្នំបង្គំ ដីដីដីដីដី ដីដីដីដីដី ដីដីដីដីដី ៦-៣

១៦..... ឃើនយេនយេនដី ៦-៣

ឃើនយេនយេនដី ៧-៣



