

TRAINING UNIT

Objective:

People trained by K&S will improve their relationships by integrating the holistic approach to sexuality into their behaviours and attitudes through:

- + improving their attitudes and behaviours regarding their relationships by respecting other people (especially the other gender, but also with adult/ parents and children) as themselves;
- + increasing their capacity to reflect and make appropriate, safe and fulfilling choices regarding their relationships and their life;
- + disseminating the holistic approach to sexuality around them;
- + improving (for married people) their couple relationships in honesty to satisfy the needs of one another in their search for fulfilment;
- improving (for parents) their relationships with their children,
- by being positive models (improving their couple relationships),
- by giving the opportunity to their children to express their needs and their feelings.

Content:

Content is adapted to each age group (adolescents, young adults and couples). In general, key topics include 1) understanding oneself and one's needs ("Who I am"), 2) communication skills (listening and expressing feelings and needs), 3) knowledge such as the reproductive system and psychology of both genders, and 4) other topics related to the choice of a relationship in partnership and what is at stake to live a fulfilling life in partnership (detailed programs are on page ...).

Methodology:

Building good relationships is the corner stone of all K&S workshops.

As mentioned in the above values statement, K&S basic philosophy is founded on the reality that "Each person is made of a body, a heart and a mind and that these three components are intimately inter-connected". Therefore, the training endeavours to touch the three elements (body/heart/mind) of the participants: Thus, body language, expression of feelings and critical thinking are used throughout the training.

The purpose of the program is to empower participants 1) to use critical thinking in making personal choices and 2) to get in touch with their feelings so they deeply understand what is at stake in the topics K&S addresses. Through this methodology, participants' ownership of the training input is enhanced.

Activities are elaborated step by step, taking the time participants need to get involved in such deep issues. To reach this objective, activities are very participatory and use group work, dramas, case studies, role-plays, body language, debates, personal reflection, analysis of films... Key principles:

Encouraging dialogue between boys and girls.

Training involves body, heart and mind, avoiding pure intellectual teaching.

- Lots of participatory activities with moving, touching (safe touch!) and feelings,
- Activities based on concrete situations,
- Activities elaborated step by step, taking the time participants need to get involved in such deep issues.

To reach these goals and be able to use this methodology, K&S works with groups with a maximum of 18 people. All groups are gender mixed and balanced since it is very important that both genders listen to the opinion and feelings of the other gender. However, topics such as anatomy are addressed in separate groups (boys together, girls together) so that participants feel at ease and may ask all their questions.

A team of professionals:

A team of 12 highly-skilled professional trainers organize the workshops. Each of them has gone through a one-year process to acquire deep knowledge on topics addressed at the workshops, to work on themselves and to develop skills in transformation learning, facilitation and in action methods.

Place of training:

The training is organized either at K&S office or at any place agreed to with the partner requesting training.

Requirement for participating in a workshop:

Any interested people or group can apply. A workshop is organized for a group as soon as the following conditions are fulfilled:

- 14 to 18 participants,
- Within the same age range (see below "age and status");
- Gender balanced (not more unbalanced than 45%-55%),
- Homogeneous level of education,
- For couples, the presence of both partners is absolutely necessary.

Age and status (because each session is different for each age/status group):

- For younger adolescents: 12 to 14 years old;
- For older adolescents: 15 to 17 years old;
- For young adults: 18 to 25 (possibly up to 29) years old unmarried;
- For couples: any age.

A certificate of attendance is given, provided the trainee does not miss any one of the activities.

Fees:

	Fees per person (*)	Session	NGO staff fee	Normal fee	Medium fee	Low fee	Mo
1 five-day training) + Module 2 five-day training) + 4 days of strengthening program (SP)	100	20	Module 1 five-day training) + 2 days of SP	180	120	300	200
five-day training) + 2 days of SP	150	100	50	10	60	12	Module 2

(*): Fees per person only for training request of less than 12 people (because, in that case, K&S has to identify additional participants to make a group of minimum 12 people).

partner location	Fees per group	(14 to 18 pers.)	Session	Fees in \$ if session at K&S	Fees in \$ if ses
fee	Medium fee	Low fee	Normal fee	Medium fee	Low fee
staff + 4 days of strengthening program (SP).	2800	1400	280	Module 1 (five-day training) + Module 2 five-day training) + 2 day-training of	4500
2800	1400	280	Module 1 five-day training) + 2 day-training of	3000	1500
1800	900	180	2600	1700	850
2250	1500	750	150	2150	1400
				700	140

When K&S trainers must travel outside of Phnom Penh to the NGO workplace for the training, the partner is requested to also cover the expenses for:

- Travelling to and from the K&S office in Phnom Penh to the training site;
- Accommodation and food for the trainers.
- Two \$5 phone cards for the group of trainers for communication needs.

Training programs on relationship and sexuality (Summary)

Young Adults (18-25 year-old)

Objective: To provide the opportunity for young adults to prepare themselves for positive gender relationships and life in partnership.

Duration: 5 days or 10 times 4 hours

A second 5-day (or 10 times 4 hours) workshop is organized for those who are willing to deepen what they learnt and want to address other topics.

Topics:

- Who I am; my identity (P) .
- Listening and expressing feelings: keys for mutual understanding (P).
- Different levels of love (P).

- Anatomy and physiology of the reproductive system; pregnancy (P).
- Psychological differences between boys and girls (P).
- Perceptions that boys/girls have about the other gender.
- My ideal partner.
- The possible steps of a love story: People who fall in love may follow a path that raises very contradictory feelings. It is good to know them to be able to face them.
- Listening and expressing feelings: keys for mutual understanding (P).
- Gestures of love and sexual intercourse: meaning, impacts (P).
- Control of sexual urges (P).
- Tradition and popular sayings: analysis of what people hear in Cambodia regarding women and couples relationships.
- Virginity: Reflection on what virginity means for young women, for young men and on when they would feel ready to lose it or offer it to their partner (depending on the meaning each participant gives to virginity). Reflection on virginity of heart.
- Sexual intercourse: What meaning does it have for each of us? What level of responsibility are we ready to assume?
- Power inequalities: Differences in power between men and women in Cambodia: reasons and consequences.
- Risks linked with sexuality (P):
- + Peer pressure: strategies and attitudes to resist peer pressure;
- + Prostitution: causes of prostitution, impact of prostitution on women/men and on society (discussion);
- + Drugs;
- + HIV/AIDS: What it is, ways of transmission and prevention;
- + Pornography: what it is, consequences.
- Choice of the partner:
- + Who should choose the partner? Parents? Youth themselves? Advantages, disadvantages and how to solve possible conflicts with parents;
- + Key points on which both partners should agree before deciding to live together (personal reflection and discussion).
- Family Planning: (P)
- + Criteria for choosing an appropriate family planning method for oneself and the partner;
- + Methods available in Cambodia.
- What makes a relationship last?(P)
- + Needs of both partners regarding love relationships;
- + Loyalty and pillars of a lasting partner relationship: How loyalty would be possible in Cambodia? What helps a relationship to last?

Peer Educators (18-25 year old))

Objective: Same as for youth plus: "To give peer educators the opportunity to integrate the new information and ways of thinking in their messages in order to help their peers reflect more deeply and make reflective choices on issues related to partners' relationship and sexuality";

Duration: 6 days or 12 times 4 hours + possible second workshop (same length).

Topics: Same as for youth plus a one-day session on "how to integrate what we learnt in our messages";

Older Adolescents (from 15 to 17 year-old)

Objective: To give adolescents the opportunity 1) to live their adolescence with more serenity and patience, 2) to nurture positive relationships with their parents and friends, and 3) to adopt safe behaviours for themselves and for others.

Duration: 5 days or 10 times 4 hours.

A second 5-day (or 10 times 4 hours) workshop is organized for those who are willing to deepen what they learnt and want to address other topics.

Topics:

- Who I am; my identity.
- Listening and expressing feelings: key for mutual understanding.
- Different levels of love.
- Difference between friendship and love relationships.
- Anatomy and physiology of the reproductive system (same as for youth).
- Puberty:
- + Physical changes;
- + Adolescents' feelings at puberty.
- Relationships evolution from childhood to adulthood: The different steps of relationship evolution from childhood to

adulthood (this topic gives adolescents the possibility of realizing where they are in this evolution and that they have not finished developing themselves).

- Psychological differences between boys and girls.
- Gestures of love and sexual intercourse: meaning, impacts.
- Tradition and popular sayings: analysis of what people hear in Cambodia regarding women and couples relationships.
- -Virginity: Reflection on what virginity means for young women, for young men and on when they would feel ready to lose it or offer it to their partner (depending on the meaning each participant gives to virginity). Reflection on virginity of heart.

Sexual intercourse: What meanings does sexual intercourse have for each of us? What level of responsibility are we ready to assume?

- Power inequalities: What are the differences in power between men and women in Cambodia: reasons and consequences.
- Control/Management of sexual urges.
- Risks linked with sexuality:
 - + HIV/AIDS , Drugs, peer pressure, pornography, prostitution ;
 - + Unexpected pregnancy: Contraception (Methods available in Cambodia and criteria for choosing an appropriate method).
- Sexual abuses:
 - + My body is MY body. I can say "NO" (prevention of sexual abuses);
 - + Three criteria to live more safely.
- Communication between parents and adolescents:
 - + Sources of misunderstandings;
 - + How to dialogue with parents.

Younger Adolescents (from 12 to 14 year-old)

Objective: To give boys and girls who are entering adolescence the opportunity 1) to live through the physiological and psychological changes of puberty with serenity , 2) to nurture positive relationships with their parents and friends, and 3) to adopt safe behaviours for themselves and for others.

Duration: 5 days or 10 times 4 hours.

Topics :

- Who I am; my identity.
- Difference between friendship and love relationships.
- Relationship evolution from childhood to adulthood: The different steps.
- Anatomy and physiology of the reproductive system (presented in a more simple way than for older adolescents).
- Puberty:
 - + Physical changes;
 - + Adolescents' feelings at puberty.
- Risks linked with sexuality: HIV/AIDS; Early age pregnancy; Drugs; Peer pressure; Pornography; Prostitution.
- Sexual abuses:
 - + My body is MY body. I can say "NO" (prevention of sexual abuses);
 - + Three criteria to live more safely.
- Communication between parents and adolescents:
 - + Sources of misunderstandings;
 - + How to dialogue with parents.

Parents/Couples

Objective: To offer an opportunity for parents/couples:

- To improve their couple relationships and satisfy one another's needs.
- To improve their relationships with their children.
 - + by being positive models;
 - + by giving their children the opportunity to express their needs and their feelings.

Duration: Depending on the parents/couples' availability. Each activity lasts about 1h30m.

Topics: See (P) in youth section plus the following specific topics:

- Basic knowledge on psychological evolution from childhood to adulthood: The different steps of relationship evolution from childhood to adulthood.
- Children's needs.

- Discipline and adolescence: what are the characteristics of adolescence? What to allow? What to forbid?
- Roles of husband/father and wife/mother.
- Choice of the partner for a child marriage: does s/he have something to say? Why?
- Risks run by young people sent to the city.

Long term Transformation Learning Course on "Relationship and Sexuality" for professional NGO/IOs' trainers (under study):

A long term transformation learning course for NGOs and IOs' trainers to integrate the holistic approach to relationship and sexuality in their training activities is under study.

This course would be offered for professional trainers working with youth and teenagers, HIV/AIDS, gender, domestic violence, reproductive health.

The course would be spread over one year (2 weeks every other month) or over 1 and a half years (2 weeks every three months).

A diploma would be given to those who pass the exams and the practical work.