

**REPORT**  
**Training Workshop**  
**“Media Partnership for Reducing Stigma and Discrimination among MARPs at  
Higher Risk of HIV Exposure”**

**17-18 October, 2013**

**Hotel Sunway**



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## **I. ACRONYM AND ABBREVIATION**

AIDS: Acquired Immune Deficiency Syndrome

EW: Entertainment Worker

HACC : HIV/AIDS Coordinating Committee

HIV: Human Immunodeficiency Virus

KHANA : Khmer HIV/AIDS NGO Alliance

LGBT : Lesbian, Gay, Bisexual and Transgender people

MARP : Most At Risk Population

MSM : Men who have sex with Men

NAA : National AIDS Authority

PLHIV : People Living with HIV/AIDS

PWUD : People who Use Drug

STI : Sexually Transmission Infection

TG : Transgender person or people

VCCT: Voluntary Counseling and Confidential Testing

UNAIDS: Joint United Nations Programme on HIV/AIDS

UNESCO : United Nations Education, Scientific and Cultural Organization

## II. ACKNOWLEDGEMENT

This report document, the presentations and discussions were summarized from the Training Workshop “Media Partnership for Reducing Stigma and Discrimination among MARPs at Higher Risk of HIV Exposure” on 17-18 October, 2013 at Sunway Hotel, Phnom Penh, Cambodia.

The main objectives of the training workshop was to promote working journalists’ and media professionals’ participation in reduction of discrimination and stigmatization against Most At Risk Populations (MARPs) -- MSM&TG, EWs, IDUs) -- and updating key messages to MARPs, the public, policy makers and relevant partners through their news articles. It also build up relation between representatives of MARPs - MSM&TG, EWs, IDUs – and media people so that they can keep contact each other for the issue in the future. **Some 50 people** – journalists, media professionals, and MARP representatives -- from different organizations – as well as the National AIDS Authority (NAA), UNESCO, and KHANA participated in the crucial event.

As the organizer and supporter, NAA and UNESCO would like to gratefully acknowledge all the participants for their valuable participation and inputs (See the name list of participants in the Annex of this report).

H.E. Dr. Teng Kunthy, NAA Secretary General, the leadership of NAA, and the Technical Members of TWGs (for MARPs: MSM&TG, EWs, IDUs) provided the leadership, guiding and direction in all the processes in organizing the training workshop.

Finally, the training organizers would also like to recognize the outstanding contribution

H.E. Dr. Teng Kunthy, NAA Secretary General, Dr. Tep Navuth, NAA Deputy Director of Prevention, Care and Support Department, Phorng Chanthorn, NAA MARPs Coordinator Assistant to NAA Secretary General, Soth Nimol, Officer from Education Unit of UNESCO Phnom Penh, Chhay Sophal, Media and Communication Expert, Dr. Pum Sophiny, KHANA Policy Officer, Mr. Hong Reaksmeay, KHANA Policy Manager, Mr Mey Sovannara, and KHANA Communication Officer, Srun Sorn, RoCK Coordinator, Phal Sophal, FHI360, Yun Dina, KORSANG Program Manager, Horn Bunvireak, CPN+ Program Coordinator, developed agenda and finalized this report.

This training was supported by UNESCO and part from KHANA under facilitating from the Technical Members of TWGs (for MARPs: MSM&TG, EWs, IDUs).

### **III. INTRODUCTION**

Over the past 20 years of HIV epidemic in Cambodia, the multi-sectoral joint efforts have successfully dropped HIV prevalence from the pick of 2.3 percent (AEM modeling) or 1.7 percent (Spectrum Modeling) in 1998 to an estimate of 0.7 percent in 2013. Currently it was estimated that total number of PLHIV accounts for 75000 people. Those in need of ART account for 58000 people of whom over 90 percent have been on ART. Despite such great achievement, our country is still facing a high HIV new infection of around 1200 people a year, and a high AIDS-related death of around 2200 people a year (NCHADS' projection in 2011). It was also found that main route of HIV transmission is through sexual intercourse accounting for 80 percent of new-infection cases. It is also observed that the epidemic seems be concentrated among key populations during few last years.

To address the needs for HIV prevention, care/treatment and support for MSM/TG, a national strategic framework and costed operational plan for MSM (NSF) 2007-2010 was developed and implemented. Currently, several programs are implemented to (1) raise HIV preventive knowledge and sexual behavior change; (2) strengthen health services delivery (VCCT, STI, OI/ART services...) and referral system for EW and MSM/TG through implementing CoPCT SOP; and (3) create supportive environment to facilitate access to services among MARPs through implementing MARP community partnership initiative (MCPI).

Under the effort, prevention education covers more than 80 % MSM/TG. However, access to STI services among the group is unsatisfactorily low, around 30 % based on routine data. What's more, there are from time to time reports of stigma and discriminations against MSM/TG either via media such as newspapers or radios or at community. Cambodia's endorsement to the 2011 UN declaration on 3-zeros policy (zero new HIV infection, zero stigma/discrimination and zero AIDS-related death) requires us to double our efforts.

With support from the National AIDS Authority and after consulting and coordinating with the leadership of NAA, and Technical Members of TWGs (for Most At Risk Populations or MARPs: MSM&TG, EWs, IDUs), a course curriculum on Media Training has been developed. The comprehensive training curriculum is designed for targeting journalists and media professionals and advocacy materials (for audiences: the public, policy makers and relevant partners) to be used through the workshops and other events as appropriate.

Based on this, a media training course must be conducted for journalists, especially for those who involved with writing health issue, particularly on HIV/AIDS and particularly on MARPs.

Media system plays a very important role in gathering different information to public. Thus, the understanding of media agents about nature of Young Key Affected Population (YKAPs) and their HIV vulnerability is crucial in order for them to disseminate the right information to audiences. Furthermore, involvement and support of media agents to the national HIV response would tremendously contribute to the success in reducing stigma and discrimination among Young Key Affected Population (YKAPs), which is then expected to improve access to health services among the group.

In this regards, National MSM and TG Technical Working Group wishes to engage the media system, the writers, publishers, and young students in the national HIV response mechanism with the hope that future society is more sensitized to the specific behavior and needs of Young Key Affected Population (YKAPs) especially in the prevention of HIV infection and address stigma and discrimination. The achievement of this initiative will surely contribute to the path toward zero discrimination pillar of the 3-zeros policy.

## IV. TRAINING WORKSHOP OBJECTIVES

### A. Objectives:

Since media play the key role in the society, particularly the role to help with advocacy for reduction of stigma and discrimination against MARPs, the training is really crucial. The training was done based on the course curriculum developed by the consultant in cooperation and support from the NAA, UNESCO, and KHANA, including consulting and coordinating with the leadership of NAA, and Technical Members of TWGs (for MARPs: MSM&TG, EWs, IDUs). The training is aiming:

- To promote participation of media in the reduction of discrimination and stigmatization against **MARPs** through increasing/ raising awareness among media professionals, encouraging the production of features on Most At Risk Population (MARPs) and recognizing contribution of Media by presenting Annual Media Awards to the best features/ stories;
- To promote the media to contribute as communication mean to convey and update key messages to Most At Risk Population (MARPs), the public, policy makers and relevant partners.
- To produce a comprehensive media training curriculum targeting journalists and media professionals

### B. Outputs:

The training workshop is really essential to build capacity of the participants on MARPs and the way how to avoid stigma and discrimination against MRPs among the public through media reporting. The training workshop also provided opportunity to the journalists and HIV/AIDS workers, especially MARP workers, to build up network in providing information and reporting on MARPs. The workshop provided the participants idea on how to make the public to reduce stigma and discrimination against MARPS since they have rights and capability to join the national development.

Several TV station, radion, and newspapers as well as online media also reported on the event which is part of advocacy and outreaching information to the public, policy makers and relevant partners.

Speaking in his welcoming remarks, Mr. Pen Bona -- Board Member of Club of Cambodian Journalists and Editor-in-Chief of Radio France International – said “As the media is playing the key role in the society, media must be clearly aware of the topic so that they can provide effective news to the public. So far, it looks a bit quiet on AIDS issue and journalists have not followed up the update situation. So, this training is really crucial for journalists to know about the most update situation on AIDS and writing and reporting to the public”. When journalists do not know the facts and the real situation on HIV/AIDS, they are really difficult to write and report news to their audiences, Mr. Buna said by adding that journalists have to clearly understand about the issue and writing and reporting with professional skill otherwise they can confuse the public.

H.E. Dr. Teng Kunthy, NAA Secretary General, agreed with what Mr. Bona’s comment. In his opening remarks, H.E. Dr. Teng Kunthy said the number of media reporting on HIV/AIDS seems to be down while rare reporting on MARPs and stigma and discrimination against MARPs. “Tens of thousands of people have been dead due to AIDS. That is why we carry on our work with the issue. If people cannot access to information on AIDS, they will risk their own life with AIDS. Although the prevalence has been down year by year, the people, especially MARPs and particularly the youths, can be still facing with AIDS transmission,” H.E. Dr. Teng Kunthy said.

## V. THE TRAINING WORKSHOP

### A. Participants

Throughout the training workshop, the participants looked very keen to get understanding of each topic and they stormed their questions to the speakers. They shared their ideas and comments after each session. **There were 50 participants**, mostly from media organizations. The target groups of the training workshop:

- The direct key participants -- working journalists and media professionals who are responsible for news reporting and writing.
- The main speakers are media experts, HIV/AIDS workers, MARPs and MARP specialists.
- The indirect audiences -- the public, policy makers and relevant partners, including MARPs.



## B. Speakers/Lecturers

On the first day, after welcoming remarks of Mr. Pen Bona -- Board Member of Club of Cambodian Journalists and Editor-in-Chief of Radio France International, and Soth Nimol, Officer from Education Unit of UNESCO Phnom Penh, and opening remarks made by H.E. Dr. Teng



Kunthy, NAA Secretary General, several speakers were presenting their respective sessions. The speakers are:

- H.E. Dr. Teng Kunthy, NAA Secretary General
- Col. ....HIV/AIDS officer of the Ministry of Interior (PCPI)
- Ms Keo Kheng, EW representative from CWPD
- Horn Virak, HIV-Positive MSM representative
- Srun Srom, RoCK Coordinator
- Ms. .... representing HIV-Positive IDU from KORSANG
- Pich Sokha, TG representative
- Mey Sovannara, KHANA Communication Coordinator
- Chhay Sopha, Media and Communication Expert

## C. Sessions

The course was taken place with different topics designed by , the NAA leadership and the Technical Members of TWGs (for MARPs: MSM&TG, EWs, IDUs). The one day and a half training focused on several topics:

- Current HIV/AIDS Situation in Cambodia and efforts in national HIV responses
- Who are MARPs? Why are they at risk?

- What is the 3-zeros policy?
- National Policy and Programmatic Actions or Commitment that reduce HIV-related discrimination in various sectors, including health care, employment, education, justice and community, among MARPs, especially women and young people.
- How can media help reduce stigma and discrimination against MARPs and HIV-related discrimination in the society?
- Voices from the Community Representatives- MSM, TG, Ews and IDUs
- News Angles and Identifying News Sources for stories on MARPs stories Word and language use in term of MARPs in order to avoid stigma and discrimination.
- Laws related to MARPS, especially punishment for stigma and discrimination against MARPs
- Links of websites on MARPs

#### D. Methodologies Used during the Training Workshop



The training started with welcoming remarks made by Mr. Soth Nimol, Officer from Education Unit of UNESCO Phnom Penh, and Mr. Pen Bona, Board Member of Club of Cambodian Journalists and Editor-in-Chief of Radio France International, before opening remarks by NAA Secretary General H.E. Dr. Teng Kunthy. The training invited speakers who are media experts, HIV/AIDS workers, MARPs and MARP specialists from

different organisations in order to provide and share their views and ideas on the topic with the participants. Then, video shows on MSM and EW, and discussion with Q&A, including energetic To organize the important training, NAA got support from UNESCO. NAA invited working journalists and media professionals from different media organizations -- both state-run and private media – as well as MARP representatives and relevant workers from civil society, to discuss the updated AIDS situation, the challenges and solution, especially the media role to help reduce stigma and discrimination against MARPs. H.E. Dr.

Teng Kunthy, NAA Secretary General, was also presenting and providing his view on the issue, especially the most update situation on HIV/AIDS in Cambodia. Energizing games and joke telling also applies during the course so that the participants did not get bored or sleepy.

## **VI. SUMMARY and CONCLUSION**

The training was really interesting and useful for the working journalists and media professionals because each topic and discussion were active and strongly debated, especially on the real life of MARPs, their challenges, and the ways that media can help reduce stigma and discrimination against MARPS as well as raising awareness among the public on the 3.0 policy through media reporting.

H.E. Dr. Teng Kunthy, NAA Secretary General, highly appreciated the training workshop saying that it was a successful event of both the participants and the organizers, including supporters like UNESCO and KHANA. He expressed special thanks to KHANA for providing part of its financial support to the training while its staff were providing lectures on how media can help reduce stigma and discrimination against MARPs, HIV-related discrimination, and harm reduction programme.

He also urged the media to regularly help inform the public, saying that “If we ignore AIDS, one of our relatives, families, and society can be affected by AIDS in the future. Through the media, the public will understand about MARPs and reduce stigma and discrimination.”

**Consolidation of the results of pre- and post tests:**

22 participants filled the pre-testing and 20 filled the post-testing. After getting the data collected from the participants' answers, we found out the positive results. Please compare the figures between the pre- testing and the post-testing in the chart:

TOPICS	1: Know nothing		2: Know little		3: Medium		4: Good		5: Best/Excellence	
	# of answers		# of answers		# of answers		# of answers		# of answers	
	Pre testing	Post Testing	Pre testing	Post Testing	Pre Testing	Post Testing	Pre testing	Post Testing	Pre testing	Post Testing
Current HIV/AIDS Situation in Cambodia and efforts in national HIV responses	0	0	3	0	15	12	4	6	0	2
Who are MARPs? Why are they at risk?	1	1	4	1	13	3	3	12	1	3
What is the 3-zeros policy?	13	0	4	2	3	6	2	8	0	4
National Policy and Programmatic Actions or Commitment that reduce HIV-related discrimination in various sectors, including health care, employment, education, justice and community, among MARPs, especially women and young people.	1	0	10	3	7	9	2	6	1	2
Harm Reduction	2	0	9	1	8	8	3	7	0	4
How can media help reduce stigma and discrimination against MARPs and HIV-related discrimination in the society?	0	0	6	0	9	8	7	10	0	2
News Angles and Identifying News Sources for stories on MARPs stories	1	0	7	1	10	8	4	8	0	3
Word and language use in term of MARPs in order to avoid stigma and discrimination.	1	0	9	1	8	8	3	8	0	3
Laws related to MARPS, especially punishment for stigma and discrimination against MARPS0	6	1	8	5	5	9	3	5	0	0
Links of websites on MARPs	4	3	10	6	6	7	1	4	1	0

## **VII. CHALLENGES**

Since the training was conducted in Phnom Penh, a few journalist participants came late while a few others were leaving a bit early due to their busy daily work. Moreover, violence between police forces and a group of protesters happened at Wat Phnom, a few hundred meters from the training place, some participants ran to cover news there. In such situation, the organizers decided to reduce the number of training days from two days to one day and a haft and two topics were missed -- Harm Reduction and News Writing Exercise.

## **VIII. RECOMMENDATIONS**

- The next training course should be done outside Phnom Penh where the participants cannot leave for their work
- The number of speakers can be reduced in order to avoid overlapping speaking and comments
- Speakers should get their honorarium for their time and sharing

## Annexes

### Final Training Programme (17-18 October, 2013)

Soth Nimol, Officer from Education Unit of UNESCO Phnom Penh

DAY ONE		
Time	Topic	Responsible
07:45-08:00	Registration	NAA
08:00-08:05	Welcome remarks	- Pen Bona, Board Member of Club of Cambodian Journalists and Editor-in-Chief of Radio France International UNESCO - Soth Nimol, Officer from Education Unit of UNESCO Phnom Penh,
08:05-08:10	Opening remarks	H.E. Dr. Teng Kunthy, NAA Secretary General
08:10-08:15	Self introduction of the participants	Participants
08:15-08:20	Introduction to training objectives	Facilitator
08:20-08:25	Pre-test	Facilitator
08:25-09:45	-Current HIV/AIDS Situation in Cambodia and efforts in national HIV responses - Who are MARPs? Why are they at risk? - What is the 3-zeros policy? (zero new HIV infection, zero stigma/discrimination and zero AIDS-related death)	H.E. Dr. Teng Kunthy, NAA Secretary General
09:45-10:00	Coffee Break	Hotel
10:00-11:00	- National Policy and Programmatic Actions that reduce HIV-related discrimination in various sectors: health care, employment, education, justice and community, among MARPs, especially women and young people.	Chhay Sophal, Media and Communication Expert
11:00-12:00	Presentation on PCPI	Col. ....HIV/AIDS officer of the Ministry of Interior (PCPI)
12:00-01:30	LUNCH BREAK	Hotel
01:30-01:35	Energygic game	Voluntateers
01:35-02:30	Voice of MSM/TG	<b>BC</b>
03:30-03:45	COFFEE BREAK	Hotel
03:45-03:55	Energygic game	Voulunteers
03:55-4:45	Voice of HIV-Positive IDU	<b>KORSANG</b>

04:45-04:50	Assessment/evaluation of the day	<b>Facilitator</b>
04:50-05:00	Wrap up & End Day One	Facilitator
<b>DAY TWO</b>		
07:45-08:00	Registration	NAA
08:00-08:15	Reviewing Day One lessons	<b>Facilitator</b>
08:15-9:15	Voice of EWs and Positive MSM	- Keo Kheng, EW representative from CWPD - Horn Virak, HIV-Positive MSM representative - Pich Sokha, TG representative
09:15-09:45	How can media help reduce stigma and discrimination against MARPs and HIV-related discrimination in the society?	Mey Sovannara, KHANA Communication Coordinator
09:45- 10:15	- Word and language use in term of MARPs in order to avoid stigma and discrimination. - Laws related to MARPS, especially punishment for stigma and discrimination against MARPS	Srun Sron, RoCK Coordinator
10:15-10:30	COFFEE BREAK	Hotel
10:30-11:00	News Angles and Identifying News Sources for stories on MARPs stories	Chhay Sophal, Media and Communication Expert
11:00-11:10	Links of websites on MARPs	Soth Nimol, Officer from Education Unit of UNESCO Phnom Penh
11:10-11:15	Training assmement & Post-test	Chhay Sophal, Media and Communication Expert
11:15-11:25	Next Steps	Soth Nimol, Officer from Education Unit of UNESCO Phnom Penh
11:25-12:00	Closing & Certificate Delivery	H.E. Dr. Teng Kunthy, NAA Secretary General
12:00	LUNCH BREAK	Hotel

**Pre and Post test forms**

**បញ្ជីសំណួរសាកល្បងមុនវគ្គបណ្តុះបណ្តាល**  
**សូមគូសពីលេខ ១ ដល់លេខ ៥ បង្ហាញពីការយល់ដឹងផ្ទាល់របស់អ្នក**  
**Questionnaire for pre-testing of Training Course**

Please mark # 1 to # 5 to indicate your own understanding

ប្រធានបទ TOPICS	1: អត់ដឹងសោះ Know nothing	2: ដឹងតិចតួច Know little	3: ដឹងបង្អួច Medium	4: ដឹងបានល្អ Good	5: ដឹងបានល្អបំផុត Best/Excellence
ស្ថានភាពមេរោគអេដស៍នៅកម្ពុជានាពេលបច្ចុប្បន្ន					
តើក្រុមប្រឈមមុខខ្ពស់បំផុតជានរណា? ហេតុអ្វីបានជាពួកគេស្ថិតក្នុងស្ថានភាពគ្រោះថ្នាក់?					
ស្ថានភាពគោលនយោបាយប៊ីស្ទន្យ					
គោលនយោបាយនិងសកម្មភាពថ្នាក់ជាតិដែលកាត់បន្ថយការរើសអើងទាក់ទិននឹងមេរោគអេដស៍នៅក្នុងវិស័យនានា ដោយរួមផ្តោតការផ្តល់ការថែទាំសុខភាព ការផ្តល់ការងារឲ្យធ្វើការផ្តល់ការអប់រំ ការផ្តល់យុត្តិធម៌ និងនៅតាមសហគមន៍ ពិសេសដល់ក្រុមគោលដៅងាយរងគ្រោះ ដោយឡែកស្ត្រីនិងមនុស្សវ័យក្មេង					
កម្មវិធីកាត់បន្ថយភាពគ្រោះថ្នាក់ទាក់ទិននឹងមេរោគអេដស៍					
តើសារព័ត៌មានអាចជួយដោយរបៀបណា ក្នុងការកាត់បន្ថយការ					

<p>មាក់ងាយ និងការរើសអើងដល់ ក្រុមគោលដៅងាយរងគ្រោះបំផុត និងការរើសអើងទាក់ទិននឹង មេរោគអេដស៍នៅក្នុងសង្គម?</p>					
<p>មុននៃព័ត៌មាននិងការ កំណត់ប្រភពព័ត៌មានសម្រាប់ អត្ថបទទាក់ទិននឹងក្រុមគោលដៅ ងាយរងគ្រោះបំផុត</p>					
<p>ការប្រើប្រាស់ពាក្យ និងភាសាក្នុង ក្របខ័ណ្ឌរបស់ក្រុមគោលដៅ ងាយរងគ្រោះបំផុត ដើម្បីចៀស វាងការមាក់ងាយ និងការរើសអើង</p>					
<p>ច្បាប់ទាក់ទិននឹងក្រុមគោលដៅ ងាយរងគ្រោះបំផុត ពិសេសការ ដាក់ទោសទណ្ឌចំពោះការមាក់ ងាយ និងការរើសអើងដល់ក្រុម គោលដៅងាយរងគ្រោះបំផុត</p>					
<p>គេហទំព័រមួយចំនួនទាក់ទិននឹង ក្រុមគោលដៅងាយរងគ្រោះបំផុត</p>					

**បញ្ជីសំណួរសាកល្បងក្រោយវគ្គបណ្តុះបណ្តាល**  
**សូមគូសពីលេខ ១ ដល់លេខ ៥ បង្ហាញពីការយល់ដឹងផ្ទាល់របស់អ្នក**  
**Questionnaire for post-testing of Training Course**

Please mark # 1 to # 5 to indicate your own understanding

**ផ្នែកទី ១ Part I**

ប្រធានបទ TOPICS	1: អត់ដឹងសោះ Know nothing	2: ដឹងតិចតួច Know little	3: ដឹងបង្អួច Medium	4: ដឹងបានល្អ Good	5: ដឹងបានល្អ បំផុត Best/Exce llence
ស្ថានភាពមេរោគអេដស៍នៅកម្ពុជានាពេលបច្ចុប្បន្ន					
តើក្រុមប្រឈមមុខខ្ពស់បំផុតជានរណា ? ហេតុអ្វីបានជាពួកគេស្ថិតក្នុងស្ថានភាពគ្រោះថ្នាក់?					
ស្ថានភាពគោលនយោបាយបីសូន្យ					
គោលនយោបាយនិងសកម្មភាព ថ្នាក់ជាតិដែលកាត់បន្ថយការរើសអើង ទាក់ទិននឹងមេរោគអេដស៍នៅក្នុង វិស័យនានា ដោយរួមផ្ទៃការផ្តល់ការ ថែទាំសុខភាព ការផ្តល់ការងារធ្វើការ ផ្តល់ការអប់រំ ការផ្តល់យុត្តិធម៌ និងនៅ តាមសហគមន៍ ពិសេសដល់ក្រុមគោល ដៅងាយរងគ្រោះ ដោយឡែកស្ត្រីនិង មនុស្សវ័យក្មេង					
កម្មវិធីកាត់បន្ថយភាពគ្រោះថ្នាក់ទាក់ទិន នឹងមេរោគអេដស៍					
តើសារព័ត៌មានអាចជួយដោយរបៀប ណា ក្នុងការកាត់បន្ថយការមាក់ងាយ និងការរើសអើងដល់ ក្រុមគោលដៅងាយរងគ្រោះបំផុតនិង ការរើសអើងទាក់ទិននឹង					

មេរោគអេដស៍នៅក្នុងសង្គម?					
មុខនៃព័ត៌មាននិងការ កំណត់ប្រភពព័ត៌មានសម្រាប់អត្ថបទ ទាក់ទិននឹងក្រុមគោលដៅងាយរង គ្រោះបំផុត					
ការប្រើប្រាស់ពាក្យ និងភាសាក្នុង ក្របខ័ណ្ឌរបស់ក្រុមគោលដៅងាយរង គ្រោះបំផុត ដើម្បីចៀសវាងការមាក់ ងាយ និងការរើសអើង					
ច្បាប់ទាក់ទិននឹងក្រុមគោលដៅងាយរង គ្រោះបំផុត ពិសេសការដាក់ទោស ទណ្ឌចំពោះការមាក់ងាយ និងការ រើសអើងដល់ក្រុមគោលដៅងាយរង គ្រោះបំផុត					
គេហទំព័រមួយចំនួនទាក់ទិននឹងក្រុម គោលដៅងាយរងគ្រោះបំផុត					

**ផ្នែកទី ២ Part III**

ផ្សេងៗ Others	១. មិនល្អ 1: Bad	២ មធ្យម 2.: Medium	៣ ល្អ 4: Good	៤ ល្អបំផុត 4 Best/ Excellence
គ្រូឧទ្ទេស /វាគ្មិន Lecturer(s)/Speakers				
មេរៀនចែកជូន Lessons Hand Out				
ទីតាំងបណ្តុះបណ្តាល Vanue				

ផ្សេងៗ Others	1: ខ្លីពេក Too short	2. សមរម្យ Just fine	3: វែងពេក Too long
ពេលវេលា Time			

**យោបល់បន្ថែម  
Additional comment**



## Participant list