

# Linking and Learning Journey

FROM 2021 TO 2023





This publication is from the Voice Cambodia Linking and Learning Team of Live & Learn Cambodia.

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# Project Briefing



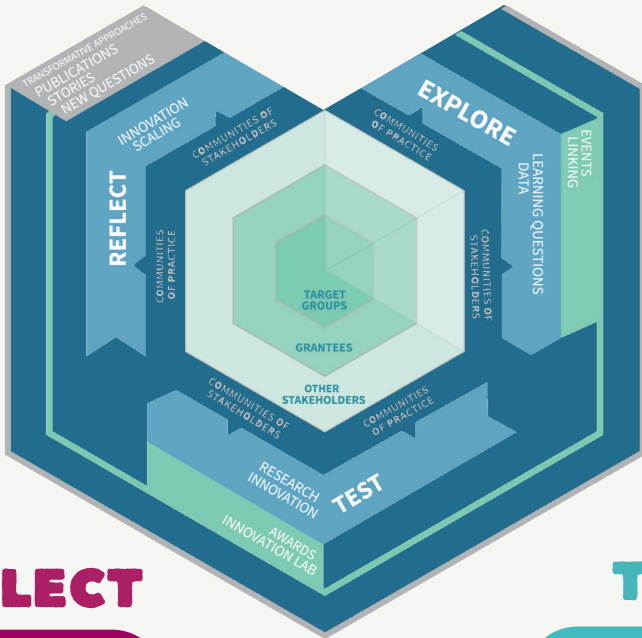
We always say Linking and Learning is the heart and soul of Voice. Linking and Learning is integrated in everything we do. We ask everyone, even ourselves, to reflect on our own practices, needs, and communities. We ask everyone to explore what others are doing, see what has happened before and learn from what others have done. Lastly, we ask everyone to test. Try new ideas, new methodologies, and new ways of working. If it does not work then reflect on why and start the process all over again. If it does work, reflect on how it can be better. Linking & Learning is a continuing process because: When People...



# EXPLORE

- Annual L&L event
- Emerging L&L events
- L&L Platform
- CoP & CoS

- Join events
- Ask questions
- Discuss with community



# REFLECT

- Blog
- Take pictures
- Write an article
- Make a video

- Stop and reflect
- Document events
- Be open to share
- Write stories



# TEST

- Focus on innovation
- Make mistakes

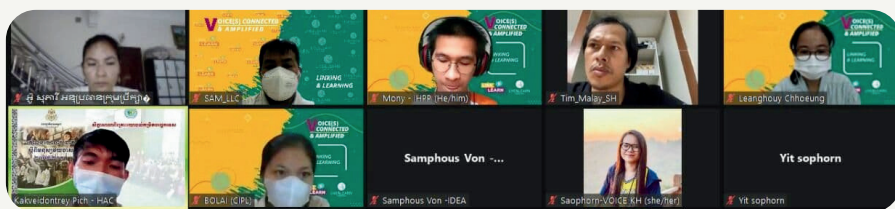
- Focus
- Innovate
- Learn Grants



# Supporting Linking and Learning







## Kick-off Workshop

21st of October 2021, Online

Enhancing harmonious partnership, engagement, inclusive inputs and social protection is all possible in the innovative Linking & Learning platform. The Voice grantees came up with sharing the project natures. The virtual kick-off workshop on “Linking & Learning Platform” allowed grantees to share individual projects, seek valuable inputs and enabled them to organize a Linking & Learning platform by setting a joint operational work plan. Overall all the grantee partners’ understanding of Linking and Learning and their own project natures increased a lot. Furthermore, Social inclusiveness and protections were sensitive issues shared, consulted and discussed amongst the participants.

“ Working together to empower informal economy workers particularly the disabled elderly people is a good approach in addressing social issues. Our society needs to promote a justice based-approach (JBA) and strengthen human rights. Furthermore, we need to do more innovative advocacy strategies to influence duty-bearers to respect our community voices. Joint petitions and public statements fighting against social discrimination and ignorance concerned should be developed and released.

MS. VON SAMPHOUS

## Women and Leadership

28th & 29th of April 2022,  
Phnom Penh & Online

The focus of this training was on learning about effective leadership especially for women who need to be empowered. Topics that were discussed included gender based violence in school and communities and girls from Cambodian minority communities. Minority girls from Vietnam, Islam, Khmer Kroam and Indigenous communities had the space to voice the difficulties their respective communities have faced. Generally, everyone left the workshop with encouragement from their peers to keep on helping the marginalized communities.

“

No matter who you are,  
you will be judged, then  
be happy with yourself;  
follow your heart;  
choices depend on you.

MRS. NOP SAVY: RIGHTSHOLDER  
FROM IDEA ORGANIZATION

”



“

Every women must have  
a dream.

MRS. NHEAN PHOUNG MALY

”

## LGBTQIA+ People & Social Inclusion

06th & 07th of May 2022,  
Battambang Province & Online

Here, the co-founder Kuy Thida of Love Is Diversity (LiD) organization raised awareness for the need of improving inclusive language skills in Cambodia. The participants also discussed policy changes for the LGBTQIA+ community. The principle of social protection was also touched upon and the Cambodian policies on social protection were analyzed. By the end of this workshop, participants were well equipped with an understanding of the challenging situation for the LGBTQIA+ community and their right to social protection.



## Enabling the Safe Space for Linking & Learning Community

17th of January 2023,  
Phnom Penh

In this session the host Love is Diversity (LiD) encouraged all the participants to delve deeper into the concepts of inclusion, diversity and inclusive language. Three guest speakers from the rightsholder groups, People with Disabilities, Indigenous People and People from the LGBTQIA+ Community, shared their experiences and challenges. A mystery appreciation letter and a piece of art they have created together, left everyone feeling energized and ready to empower the rightsholder groups.



Every person should receive Equality and Inclusion equally.

*SOTH RITHEA JOSHUA, HELPAGE CAMBODIA*



## 2. Kick-off-Workshop

22nd & 23rd of March 2023,  
Phnom Penh

At this workshop the objective was to let grantee partners discuss their progress. They also learned a lot about the Linking and Learning infrastructure, like how Linking and Learning is the heart and soul of Voice. With that, Communication and Amplification was highly emphasized. Participants were also educated about the Annual & End of Project reports.





“

I have increased my knowledge on rights at work. However, I'm not very confident to train my community yet, because I still have limited knowledge about the labor law. I will read the labor law first to get a better and clearer picture of it before providing the training to my organization's target group. I also would like to suggest ILO to keep organizing such training to others, especially to rural young people who never learned about this and who are currently working under poor conditions.

MR. TEUT TOY, PROJECT OFFICER  
AT SAORI FROM KAMPONG  
CHHAING PROVINCE

”

## Youth Rights@Work

29th & 30th of March 2023,  
Phnom Penh

The International Labour Organization (ILO) and Live and Learn Cambodia (LLC) organized this training to enhance the rights holders' understanding of the rights and responsibilities of youth at work. Sessions about market trends, social security, working conditions, safety and health were held. At the end of the training, right holders and their respective communities were encouraged to develop social campaigns for their employment rights or to engage in policy development, whenever the opportunity presents itself.



## Digital & Social Media Campaign

30th & 31st of August 2023,  
Phnom Penh

This training was delivered by two expert consultants Mr. Ry Borom and Ms. Khem Sreymom and was conducted to strengthen the capacity of grantee partners to be able to develop social media campaigns. Participants learnt more about how to effectively use social media to amplify the voices of their rightsholder groups. Learning how to use designing and video editing tools was therefore also important to make attractive visual content for their purposes. After the training, grantee partners were excited to use their new skills and learn more about making digital content.



## Coaching for Mental Health

21st & 22nd of September 2023,  
Phnom Penh

The trainers for this training were from the Cambodian Coaching Institute (CCI). Linking & Learning's goal was to strengthen the capacity of the participants in terms of skills, mindsets and presence and for them to learn how to look after themselves, developing their inner capacity through healing and resilience building. Participants learned a lot about how to better show up in their community by for example actively listening, asking powerful questions, acknowledging each other and holding each other and themselves accountable.



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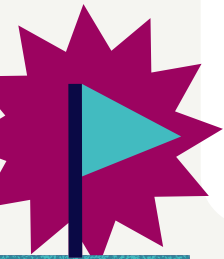


*Digital & Social  
Media Campaign*



*Coaching for  
Mental Health*

Organize and  
develop Linking  
and Learning  
activities and a  
platform



# Annual Linking and Learning

## Annual Linking and Learning in 2021

*08th & 09th of December 2021, Phnom Penh & Online*

This was the first Annual Linking and Learning Event in which everyone attending joined together to plan the project implementation based on Linking and Learning principles. Grantee partners came together and collaborated to create a space in which they vowed to Leave No One Behind. Representatives of the grantee partners held presentations about what or who their organization is passionate about. At the end of the event the participants voted on the activities they wanted to prioritize during the project implementation.

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## National Annual Linking & Learning Workshop

*21st to 23rd of March 2023, Siem Reap province*

This three day event created space for exchanging knowledge based on grantee's areas of expertise and for celebrating project achievements through product showcases. At the first day, grantee partners arrived to set up their exhibition booths to share their project achievements with pictures, drawings and IEC materials. Collaborating and engaging in discussions amongst everyone was also necessary to initiate a proposal within the Community of Practice for the grant of 50k EUR. On the last day they also conducted a field visit to connect all grantees with stakeholders known as TVET and Job Centre-NAE. They also traveled to a school for the right holders group People with Disabilities. Khnat Primary School from the Rabbit School Organization offered eye-opening and heartfelt experiences.

# Global Linking & Learning

## Tanzania

*21st – 25th of November 2022*

This meeting brought together all Linking & Learning and Amplifier officers as well as all the Linking and Learning facilitator organizations. Following the recent July Meet in Cambodia, the workshop responds to the expressed need to rethink some ways of working, share challenges and successes, and exchange different approaches developed across Voice. During this workshop everyone got to know each other and they became an even stronger team. They clarified and improved the linking and learning strategies, had peer-to-peer trainings and capacity strengthenings and reflected on their progress within Voice. How the collaboration between the Voice team and the Linking and Learning Facilitator (LLF) was going to continue was a question that was also discussed. Lastly Communities of Practice were established and managed.

## Benin

*09th – 11th of May 2023*

The Indaba is a platform to share lessons, doubts, questions, successes, and surprises – an excellent moment to build shared knowledge. It brought together several multi-country and national grantee partners, Voice staff and stakeholders. Sharing experiences and having conversations around intergenerational learning, leadership development and the persisting need to implement existing laws and policies by our governments and public service leaders were all part of this meeting. Questions on what everyone had learned, what else we can do were answered and opened the possibility to explore and write a story together about leading the way for change.





# E-Learning Forum

## **Inter-ethnic and diversity Approaches**

*30th of March 2022*

This was the first E-Learning Forum in which Women Peace Makers held a presentation on the topic of "Inter-ethnic and diversity Approaches". An online panel discussion was also held on which the next session should be focused on.

## **Peer-to-Peer Action Research**

*27th of July 2023*

In this online session WPM was given the chance to share their action research on their Facilitative Listening Design (FLD) they have created with the right holders group People with visual impairments. The leader of this research has a visual impairment themselves. The audience showed a great deal of interest in the action research which is why an engaging Q&A period was possible.

## **Public Speaking**

*04th of May 2022*

This time Ms. Von Samphors the General Secretary from the IDEA organization shared her knowledge about public speaking. There are four motives for public speaking according to Ms.Von such as: speaking to inform, speaking to persuade, speaking to motivate and speaking for an opportunity. She also provided some tips on how to be a good public speaker.

## **Community Building and Culture**

*01st of April 2022*

In this E-Learning Forum a team from Impact Hub Phnom Penh shared their knowledge about the definition of culture and shared culture, the definition of community and how to build them. Lastly, participants reflected on their own communities and their journey.

# Capacity Strengthening to grantee partners





## Project Cycle Management and CoP & CoS Consultation

*25th - 28th of April 2023,  
Phnom Penh*

In this lengthy four day training the participants learned the main elements of Project Cycle Management. By the end of this training participants were drafting ideas for problem analysis, activity planning and budgeting. They also stated that 70% to 80% of the work for their joint proposal was completed in the training. The sharing of the individuals experiences regarding their practical project implementation helped deepen the learning process. To ensure the effectiveness of the training, the trainer encouraged the participants to apply the learning in their project work, especially the opportunity to work together in their CoP.

## Report & Success Story Writing

*06th - 07th of July 2023.  
Phnom Penh*

The goal of this training was to equip attending grantee partners with the technical skills needed to produce good narrative reports and success stories. Participants wrote stories in groups and presented them to the group. At one point they also had to present a 3 minute piece story in which they cover a turning point in their or someone else's life. After the training, participants had more confidence in their writing skills and were ready to take on the "One grantee partner, One impact story" challenge.

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## Resources Mobilization and Fundraising

*09th - 11th of October 2023,  
Phnom Penh*

Learning about local fundraising (LFR) is important for the work of Voice Linking & Learning's grantee partners. During the training participants learned all about analyzing, planning, implementing and assessing the tools for LFR. How to connect with potential donors and how to develop an LFR plan for the income diversification of their organization was also important to know about. Participants learned enough to apply the knowledge they gained for their own fundraising project in their respective organizations.



*Learn more about CCC-Local  
Fundraising*



# Participation in the Voice Community of Practice



## Looking Toward Inclusive Community of Practice

25th & 26th of August 2022,  
Phnom Penh

In this meeting the Linking & Learning Team and the grantee partners continued building a good relationship. They refreshed the concept of Linking & Learning and the Community of Practice (CoP). The Community of Practice refers to a group that shares key issues and who join together to work side by side towards more inclusion. Each CoP had the space here to co-create their agenda and follow-up activities with their grantee partners.

“

This workshop, given a specific perception as to look toward an inclusive Community of Practice. The space was an excellent opportunity for VOICE's grantees to inclusively share and learn with meaningful participation. Regardless of the project approach, we as the CoP were able to analyze the emerging issues of the five rights holder groups.

MS. KIT SOVANNARA, CAPACITY DEVELOPMENT  
OFFICER FROM OPKC ORGANIZATION

”

## CoP & CoS Consultation Workshop

08th - 10th of November 2023 & 13th  
- 15th of December 2023,  
Phnom Penh

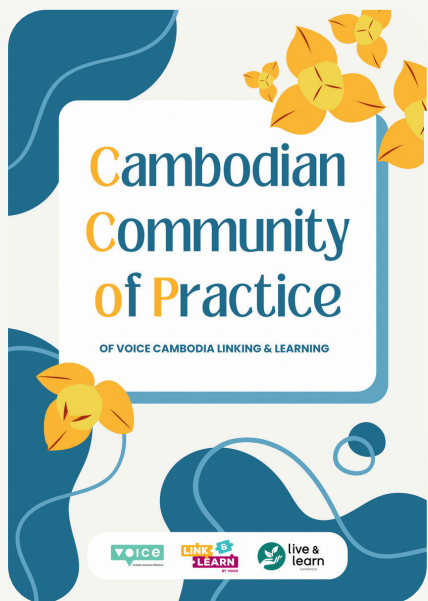
With additional resource support to implement linking and learning activities among grantee partners, CoPs became more alive and allowed grantee partners to develop and pitch new, collaborative ideas. This was a beautiful opportunity to respond to the request of grantee partners and rightsholder groups to take on collective issues, learn together and deepen their knowledge on certain topics. In order to help the CoPs develop, the Linking and Learning Team provided two consultation workshops that aimed to help them develop project proposals and making connections with relevant stakeholders, of the CoS.

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# Cambodian Community of Practice Output

*Find out more about this here:*



*(QR-Code at the end)*



# Promote innovation and produce publication





## Case Study and Video Making

21st & 22nd of December 2022,  
Phnom Penh

The Voice program is committed to amplify and connect far unheard voices of the rights-holders in effort to leave no one behind. Writing and making videos of project case studies are a great way of amplifying ideas, stories and efforts, which is why Linking & Learning facilitated the training for grantee partners. Voice's grantee partner Bophana Center was the perfect trainer for this workshop. Participants learned how to use their cameras to get good shots. By the end of the workshop they had their own videos which they watched together proudly. When the training came to an end, everyone wanted to learn more about making videos.

## Video Editing Training

18th - 20th of January 2023,  
Phnom Penh

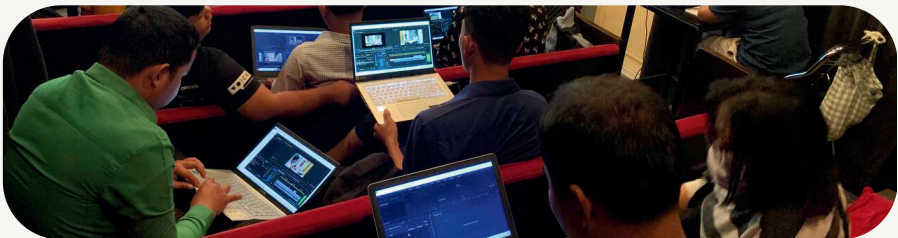
Because the requests for another training on this topic were large by the end of the last training the Linking & Learning team facilitated a video editing training. The training was conducted by Bophana Center which successfully equipped participants with video editing skills. Now that participants had both learned about shooting videos correctly and editing them professionally, they were even more excited to amplify rights holders' voices loud and proudly.

“

Being equipped with video editing skills benefits me in so many ways. It allows me to be self-sufficient in producing video case studies of our project activities.

SIM OEURN, PROJECT MANAGER, ADVOCACY  
AND POLICY INSTITUTE

”



# Activity Supporting Grantee Partner





## **International Day of People with Disability - SAORI**

*01st of December 2022,  
Kampong Chhnang Province*

SAORI organized and hosted the event commemorating the 40th International Day of People with Disabilities and the 24th Cambodia People with Disabilities Day under the theme of “Transformative solutions for inclusive development: the role of innovation in fueling an accessible and equitable world” funded by Voice Cambodia and cooperated with Linking & Learning, Pencil Charity, and World Vision Cambodia. The objectives of the event are to celebrate the commitment to promote and mobilize more support for inclusive development toward an accessible and equitable world, present the outcomes as well as impacts produced by SAORI’s project activities within 2022, and to keep strengthening the existing partnerships.

## **Field Exposure Visit - WPM**

*10th - 12th of March 2023,  
Kompong Chhnang Province*

In the three days the participants were challenged to reflect their own negative attitudes, beliefs and classifications of others. They had to focus on being open, actively listening and exploring multicultural relationships. “You and the Community” was the ongoing theme throughout this field exposure visit. On the first day the participants discovered the culture and ceremonies in Cham temples and the people practicing those. The next day was all about getting to know the floating village Vietnamese community. For the last day the research finding results were shared by WPM. They discussed the challenges and hopes of the communities they have met. Struggles of the LGBTQI+ community inside of these communities were also talked about. By the end of the field trip, everyone had opened their minds more and they were filled with more passion in helping the communities.

## Protection of Indigenous Women's Safety and Conservation of Natural Resources in the Modern Era - WPM



24th of March 2023, Phnom Penh

Women Peace Maker organized the public forum designed to celebrate the 112th International Women's Day to raise awareness of the challenges indigenous women are facing. It included a number of activities like a traditional indigenous ceremony, a film screening, a memorable cultural performance, and two round table discussions. The event was a success and provided the space for indigenous women to share their experiences, representatives from the Ministry of Women Affairs and the Secretary of the Ministry of Interior participated and learned from our event. Many indigenous participants were able to see the value of having a relationship with indigenous organizations.



## Cycling 4 Change - Rabbit School

04th of April 2023,  
Siem Reap Province

Rabbit School organized and celebrated International Women's Day under the theme of "Rights of people with disabilities, especially women and girls living with disabilities, actively involved in community development without discrimination to Leave No One Behind". The event ran very successfully with full participation and support from key stakeholders like the district hall staff, local authorities, the school director, people with disabilities, and their parents themselves. Notably, this event was active and everyone celebrated the event. Moreover, all the participants cycled five kilometers to promote the rights of people with disabilities in the community and to also raise awareness about the rights of people with disabilities.



## Health for All Ages - HelpAge Cambodia

07th of April 2023,  
Phnom Penh & Online

HelpAge Cambodia (HAC) has supported and cooperated with relevant ministries, provincial technical departments, key stakeholders and older people to celebrate this event every year as a part of promoting the awareness and access to health care services for all ages. The purposes for this year were to raise awareness of world health among the project and community stakeholders and to have dialogues amongst older people, policy makers and development actors.



## Indigenous Life and Culture - Bophana Centre

30th of May 2023 - 04th of June  
2023, Phnom Penh

Bophana Center, in collaboration with Cambodia Indigenous Peoples Organization, on the project "Art of visibility and positive social change", has initiated a one-month photo and video exhibition titled "Indigenous Life and Culture". This exhibit showcased the daily life, tradition, and culture of various indigenous groups during the 12th Cambodia International Film Festival (CIFF). Thirty-one films were produced by 24 young indigenous students from Mondulkiri and Ratanakiri provinces from Tumpoun, Kavet, Jarai, Kreung, Lun, and Bunong communities who studied documentary filmmaking. The documentaries will be an essential archive for the next generation.

[▶ READ MORE](#)





## International Day of the World's Indigenous Peoples - CIPO/CIPL

11th of August 2023, Phnom Penh

11 non-governmental organizations co-organised the 29th anniversary of the International Day of the World's Indigenous Peoples, the 19th anniversary in Cambodia. The themes were "Enhancing Inclusive Engagement and Partnership Between Indigenous Peoples with the Government, Civil Society, and Development Partners" and "Indigenous Youth as Agents of Change for Self-determination". The event went really well from the beginning to the end leaving participants with meaningful messages to raise prouder awareness about securing the rights of indigenous peoples, the value of protecting and preserving indigenous cultural and traditional identities, and also the message emphasizing on the roles of significant stakeholders including the government, civil society and other development partners.



## Community Dialogue Forum - AUA

18th of August 2023, Rattanakiri Province

The AVR Users Association (AUA) hosted this event about HIV/AIDS Response and Rights at Work and the Linking & Learning Team joined to support them. Local authorities and participants from every rights holder group joined the event. Rights holders were able to raise awareness about the discrimination they were facing in every life sector. The discussion was fruitful because local authorities immediately responded by supporting the marginalized groups to register for Equity Cards.



## Behind the Door - LKO

*25th of August 2023,  
Battambang province*

The community voices through forum theater “Behind the Door” organized by Lakhon Komnit (Thinking Theatre) Organization (LKO) was a great success. Thanks to the outstanding performance of the community and the enthusiastic participation during the public sharing of meaningful perspectives in the discussions. The audiences come from a wide range of institutions and many other key stakeholders including government officials, local authorities, development partners, donors, students, teachers, representatives of the rightsholder groups. The story “Behind the Door” is based on the real life story and experience of women facing violence, people with disabilities and people who identify as LGBTQ+ in Battambang. Community members developed this performance through months of workshops and trainings with the Lakhon Komnit Organization.



## International Day for Sign Language - Sign Language For All

*23rd of September 2023*

In celebration of the International Week of Deaf People and International Day of Song Language four grantee partners: Sign Language for All, The Rabbit School, Women Peace Makers and WWD-LAN, joined together to leave an important message. In a online meeting Sign Language for All taught the other grantee partners the necessary signs to make a statement. “Nothing about us without us! Happy International Day of the Deaf.”



**LEARN MORE**





### **Practical Sign Language - Sign Language For All**

*07th of October 2023, Phnom Penh*

At this fun event rights holders and curious individuals learned sign language in an engaging way. The participants were asked to go shopping together in groups. In each group there was one expert in sign language that taught the other members how to sign items they wanted to buy. Then the groups joined together again to present what they had bought. At lunch time everyone shared a big meal together all while making more meaningful connections. By also bringing these actions into public spaces like the mall, this event contributed to normalizing sign language and the visibility of people with disabilities.

### **Economic Opportunities, Careers and Technology for People with Disabilities toward Inclusive and Sustainable Development**

*20th of October 2023,  
Kampong Cham province*

Nearly one hundred people gathered for this Public Dialogue that was hosted by the Representative of Self-Help Disabilities Organization Batheay (RSDOB). The majority of the participants were people with disabilities coming to voice their challenges, concerns and requests for support from stakeholders. There were stakeholders coming from different sectors including government officials at provincial level, other local authorities, the Technical and Vocational Education and Training (TVET) Center and more. This public dialogue forum under RSDOB's project "Promote Disability-Inclusive in Social Protection" was a great success as it provided an open space for rights holders to raise and share the challenges they face in accessing economic opportunities and basic needs.



## #EDUBIKE2023: Bike for Education - Rabbit School

19th of November 2023,  
Siem Riep Province

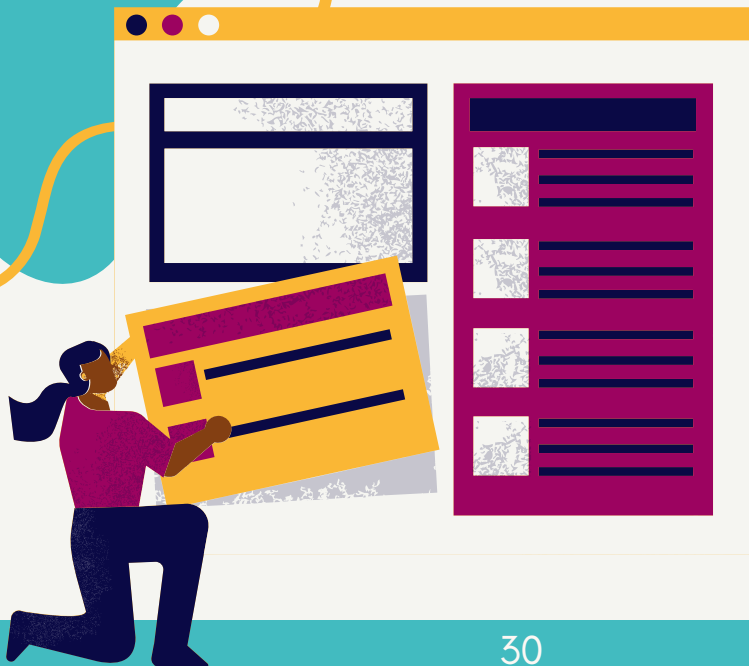
Individuals from the Rabbit School Organization's stakeholders; Students, Aide et Action, Foyer Lataste, Linking and Learning Cambodia, and other partners, gathered for a biking event of #EDUBIKE2023. The goal: promoting the importance of education and encouraging parents to start enrolling their out-of-school children, especially those with intellectual disabilities, to school for the upcoming academic year. The Edubike team started biking from SiemReap city to Khnat Primary School in Pouk district and continued with 50 more students of Khnat primary school to Puok Market. At Tea Banh Komru primary school there was a get-together ceremony to give some speeches and donate books and notebooks to students before the bicycling team left for their next journey to Kralanh district.



[> READ MORE](#)



# Amplification and Synergy



# Social Media



# IEC Material

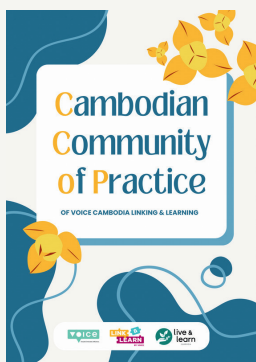
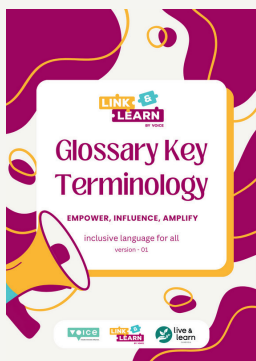


FRONT

BACK



# Check out our other Publications!



This booklet describes the journey of the Linking and Learning Programm here in Cambodia.

We always say Linking and Learning is the heart and soul of Voice. Linking and Learning is integrated in everything we do. We ask everyone, even ourselves, to reflect on our own practices, needs, and communities. We ask everyone to explore what others are doing, see what has happened before and learn from what others have done. Lastly, we ask everyone to test. Try new ideas, new methodologies, and new ways of working. If it does not work then reflect on why and start the process all over again. If it does work, reflect on how it can be better. Linking & Learning is a continuing process because: When people connect, learning starts. When people listen, learning enhances. When people do and act, learning deepens.



*Check out the  
online version!*

ON A  
JOURNEY