

- *education and training in human rights.* A team in the capital and 18 trainers in 12 provinces plan courses, develop materials and conduct twice-monthly training sessions for monks, criminal investigation division and military police, and prison guards. On request, LICADHO also trains the militia, soldiers, civil servants, teachers and other ngos. It has been working with UNCHR in this area. Around 25,000 people receive instruction annually through this program;

- *publications.* In addition to training materials, LICADHO has published popular versions of key documents such as the Cambodian constitution and the *Universal Declaration on Human Rights*.

The Khmer Institute of Democracy (**KID**) is headed by the highly respected Dr. Lao Mong Hay, who was involved in negotiations of the Paris Accords and worked with both UNTAC and the transitional Supreme National Council that preceded the 1993 elections. He also worked for CMAC before establishing KID and was an ngo candidate for the NEC, before being defeated by Chea Chan Reun in December 1997. Since 1996, in 9 provinces and the capital, KID's 24 staff have organized over 50 half-day to week-long seminars for RCAF officers, teachers, police, civil servants and ngos on civil society and the rule of law, as well as on election-related subjects. One seminar was organized for former Khmer Rouge in Banteay Meanchey and included almost 1000 participants. Around 3500 are trained annually, many becoming trainers themselves. KID also has produced three TV series, including one in which representatives of each public ministry answered the public's question.

The Cambodian Human Rights and Development Association (**ADHOC**), headed by Thun Saray, is active in Phnom Penh and 14 provinces. It focusses on human rights monitoring and investigation (more than 400 cases per year), human rights training (one set of sessions is aimed at the local level: farmers, shopkeepers; another at civil servants, police and soldiers; and another at students), and women's rights (training on domestic violence, and monitoring human trafficking and domestic violence). It also publishes a biweekly Khmer-language newsletter with a circulation of 6000.

The Cambodian Institute of Human Rights (**CIHR**), headed by Kassie Neou (now NEC Vice-Chair), covers 21 geographic areas (provinces and cities) and has a staff of 63 in the Phnom Penh headquarters and 3 provincial offices. It focusses on:

- *human rights training and conflict management.* CIHR began training teachers in late 1996. Its 3 year plan calls for training 35,000 teachers (ie, half the teacher population at primary and secondary levels) in conjunction with the Education Ministry;

- *good management.* With the Interior Ministry, CIHR has begun providing training for civil servants at all levels on good governance, public service, and codes of ethics in a democracy;