



Kingdom of the Netherlands

Blue Gold Program

Training Report

Training on Participatory Water Management For Community Development Facilitator



May 02-8, 2017

Irrigation Extension training Center
Bangladesh Water Development Board (BWDB)

Baradi, Kushtia

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Introduction

The objective of this training is to give the participants a clear understanding of **who** the Community Development Facilitator. It describes the role, knowledge, skills and qualities of a Community Development Facilitator. It also explains the specific roles and activities of CDF who will play facilitating roles for Functional WMG in the Polder level under Blue Gold Program.

The Community Development Facilitators helps the community or a group of people identify its own problems, establish its goals and develop the procedures for realising these goals. He/she is essential not only to start and build the organization but also to keep it going until the people and their leaders have developed certain degree of knowledge and capacity to be able to manage their own affairs. When such time as the people's potentials have been fully maximised, the Community Development Facilitators pulls out of the community.

The work of a CDF requires her/him to perform several roles. It also requires certain knowledge, skills and qualities for him to be effective and successful. But as we know, the education and training for a CDF is not only confined within the walls as community organization. Rather she/he will play active roles to strengthen for the organizations, water management and economic development field for FUNCTIONAL WMG. The effective way for a person to learn organising is to engage in organising itself. Fielded into a particular area where he/she confronts the actual situation and problems of the people, the Facilitators sharpens her/his skills and develops and hones her/his innate traits and qualities.

The community development facilitator's role is multi-faceted. The Community Development Facilitators should strive to make people actors in their own development and not just treat them as passive receivers of goods. This role is very relevant in the context of the Bangladesh rural communities where many development initiatives and projects are being implemented in a dole-out manner which promotes passivity and dependence among beneficiaries of these projects.

However the CDF have to play different role as facilitator, as organizer & trainer, as coacher, as catalyst, as planner, as coordinator, as link developer, as monitor, as documenter, as decision maker, as problem solver, as moderator, as communicator, as motivator.

Considering the above, this 07 (seven) days Foundation Training course for CDF has been outlined which is quite minimum considering their functions and roles are expected to play after joining. Keeping this mind the CDF will prepare an action plan as the part of this training course where they will be tagged with the Polder Coordinator who will provide them On the Job Training (OJT) and learn by doing in the field. After 3 months there will another Refresher Training where their performance and achievement will be reviewed and filled up the identified gaps.

Objectives of training

At the end of the training program, the participants will be able to:

1. Clarify the goals, objectives and different activities of Blue Gold Program;
2. Identify the Blue Gold partners (BWDB and DAE), their roles, functions in implementing the projects;
3. Identify the steps, process and benefits of Participatory Water Management and Systems;
4. Identify and discuss the Blue Gold activity implementation procedure (Head Quarter to Polder);
5. Describe the concept, principles and structures of Community Organizations;
6. Discuss about the target and goal of a functional WMOs and establishing strategy of a functional WMOs;

7. Discuss the basic concepts, principles of community organizing in Blue Gold WMO formation, strengthening and sustenance process;
8. Identify the roles and functions of CDF in community development process as facilitators;
9. Mainstream gender concerns and issues in community organization and mobilization activities;
10. Gain insights on team building, communication, facilitation and conflict resolution.

Venue

A huge natural and friendly rural environment place Irrigation Extension Training Center of Bangladesh Water Development Board (BWDB), Baradi, Kushtia. There were large campuses, inside the campus also more decorated by various types of orchard, local and external flower in addition charming. Guest house is situated adjacent the main gate. There were two training hall room both are well furnished.

Premise of the training room enough open space in front of participants dormitory. Well clean pond in front of training room with carpeted step and seating arrangement. In electricity load shading moment participants were very enjoying by singing song, jocks, remarkable important moment of life with express ongoing training feelings. All participants very enjoyed the training and training venue natural environment.

Principal Officer with In charge the IETC describe first opening session about on facilities and also proposed if anybody interested who can know how to swim they can finished bath in pond, also proposed to visit DAE rice variety performance research plot with raplication inside the campus.

Participants

New Community Development Facilitators:	15
Community Organizers of BWDB:	10
Others	05

.....

Total: 30

Resource person

The course has been outlined by the Blue Gold TA Team based on the previous experiences and courses. Most of the session will be facilitated by the Experts from TA Team who have expertise in the relevant fields.

To make the training more effective, the BWDB and DAE officials will be involved in facilitating the specific training sessions.

Training Approach and Methods

The approach of 7 days training course is followed inductive type participatory training approach where mostly learner centered training methods and techniques are used such as Discussions, Role Playing, Games, Practical Demonstration, Socio Drama, Exercise, Small Group Discussion, Question & Answers, Debating, Colloquium, Plenary Discussion, VIPP, Experience Sharing etc.

Contents:

The foundation training course covered different contents to address the above objective of the course. All these sessions were designed to discourse about the different strategies and tactics of WMO capacity building. Followings are the key topics:

Day-1

1. Course opening and Introduction
2. Introduction of Participants
3. Over view of BLUE GOLD Program
4. Introduction of BWDB as implementing agency
5. Introduction of DAE as implementing agency.

Day-2

6. Introduction of Polder and Polder Systems
7. Introduction of BLUE GOLD program activities
8. GPWM and water management Policy

Day-3

9. Formation of water management Organization
10. Introduction of different tools used for WMG's record keeping
11. Gender concerns and targets in community Organization and Anti -Harassment policy
12. Experience sharing on functional WMG

Day-4

13. Target: functional WMO's
14. Building Block/strategy to established self-evolving/functional WMO
15. Blue Gold participatory Approach and working procedure

Day-5

16. Basic concept and principal of community mobilization process
17. Community process in community mobilization
18. Facilitation process and techniques in community mobilization

Day-6

19. Management and harmonizing the task in the polder
20. Team Building
21. Conflict Management
22. Monitoring Reflection and Learning

Day-7

23. Briefing on practical issue's and logistic in field
24. Prepare action plan and presentation
25. Review of training course
26. Course evaluation and conclusion.

Training duration:

One batch of the course were conducted for seven days, and the batch was at Irrigation Extension Training Center of, BWDB, Baradi, Kushtia from on 02nd May to 08th May,2017. The agenda of the training enclosed here as Appendix-3.

Target participant's category:

The Training courses were intendant for Community Development Facilitators (CDF) of Blue Gold Program 13 & BWDB 10 and 1 Training Coordinator of BLUE GOLD program, Khulna. Total 24 numbers of participants took part in the training from all over the BGP working area will be posted after completion the training. Participants list were attached in Appendix-1.

Resource Person& guest lecture:

The resource persons are mainly from Blue Gold Program technical assistance team (TA) and in addition 5 professional of BWDB, 1 Horticulture development center from, DAE. The guest lecturer to make presentation with well preparation on topic for the training. The list of the facilitators and organizers was attached in Appendix-2.

Total training Course conducting Process/methods:

The entire training course conducted different participatory methods which made the course more effective, interesting, interactive and participatory ways and it's create more opportunities to raise questions or concerns throughout the process. The following approaches and methods were used

- Discussions
- Role playing
- Games
- Practical Demonstration
- Socio drama
- Exercise
- Small group discussion
- Question and answers
- Debating
- Colloquium
- Group Dynamics Exercise
- Plenary discussion
- Experience sharing
- PPP
- Video show & etc.

Concept notes (hand-outs) were prepared and given to participants to take home as resource reference which will hopefully constantly refresh them on the knowledge and skills acquired during the training periods.

1. Inaugurate of the training course:

The course was inaugurated very informally by Md. Amirul Hossain, Project Coordinating Director Bangladesh water Development Board. Training objective and importance delivered by Alamgir Chowdhury Deputy Team Leader. He emphasized the importance of the training and called on participants to participate fully and actively in the course so as to derive the maximum benefit from it and realize the training course objectives. Mr. Ayub Ali Principal of BWDB, Kushtia well come with thanks to choose the training venue also describe the training center facilities. Md. Abul Kashem, Training Expert also took turns to address the Participants. Then the participants set norms of training and with allowed stating their expectations from the training. Md. Amirul Hossain delivered speech during invagination.



- Now a day's irrigation systems faced very challenging.
- Hampered agriculture production as a results chronologically going to food insecurity.
- Comparatively states are going to back.
- Lost local culture and change occupation.
- Change weather and create manmade disaster.

Mr. Ayub Ali Principal Officer with in charge IETC delivered speech during inaugurate session

- He well comes to all with thanks' to BLUE GOLD Program select venue that venue.
- He discussed facilities and limitations of training venue.
- Rural environment.
- Complete farmers training 30 WMG
- He invites to all fully enjoy the campus no any kinds of obstacles.
- He also expressed about on 24 hours well security stand by and protections.
- Rest house established in 1960 but till now well condition for proper maintenance.
- Principal Officer also proposed if anybody interested who can know how to swim they can finished bath in pond, also proposed to visit rice variety performance research plot with replication inside the campus. Research conducting by International Rice Research Institute (IRRI), Bangladesh, Kushtia.



1.1. Participant's Expectation:

The expectation session of the training started with a small group discussion as also an icebreaker to unfreeze the participants and create friendly environment. After establishing the ground rules for the course the Expectation of the Community Development Facilitators from the training was collected by a small group discussion.

1.2. Expectations from training course.

01. BGP working strategy and working area
02. Polder and polder boundary define systems.
03. Role of BWDB and DAE with others organization on BGP implementation.
04. Donner and Bangladesh Govt. BGP operation & fund ratio
05. Fund utilization process of WMG.
06. Lack of awareness to deposit savings in Bank account
07. Approach and methods for WMGs benefit
08. Blue Gold Partner
09. WMG formation systems
10. WMG, WMO, WMA & WMF formation systems and Challenges.
11. WMG record keeping
12. WMG office room
13. Sub group of WMG
14. Fund raise main source of WMG.
15. New recruited CDF posting place.

1.3 Overview of BGP and BWDB implementation process.

- Participants understanding on over view of BGP and implementing strategy through the PCD presentation. He explains the present situation of water resource management systems of southwest region of Bangladesh. PCD demonstrate through digital elevation map the BGP and BWDP success of southwest zone Patuakhali on agriculture production. Farmers are taken new initiatives on agriculture production and marketing through equitable water resource management from cannel redigning and preserve rain surface water during rainy season use dry season or when require. They use this surface water farmers are cultivated and marketing community base water melon in early season. Some important information of PCD presentations are:
 - In Khulna, Satkhira and Pothuakhali reason 160,000 hac. Land, Live 150,000 poor family (HHs) reduce their poverty and ensure improve their live and lively hoods. Duration of the project from March, 2013 to 2019.
 - Total 22 polder in BGP working area (Khulna-11, Potuakhali-8, Barguna-2 and Satkhira-1 (extension).)
 - Honorable PCD and DTL sir also shared on BGP partners, mandatory partners BWDB, DAE, and DoF. Implementing partner agency BGP, Max foundation, and SAFOL, Boundary partner are BRAC, IIRI, Practical Action AiD and (DoL) and only for papers(DoC).
 - Before lanching BGP implementation respectively connect with the constriction are not so well function for the reason of:
 - Poor operator
 - No maintenance
 - Inadequate maintenance.
 - For more functioning need to:
 - Need sustainable water management group
 - Need sustainable operator
 - Need sustainable maintenance
 - Peoples participation can ensure
 - sustainable water management considering WMO for way out
 - Rehabilitation

--Embankments BWDB but capturing LGED, LGED carpeting the BWDB earth road without consulting BWDB, so that the proper maintaining is barriers and controlling by LGD entire. PCD also shown unrepaired sluice, embankment, Calvert, box, inlet and outlet picture. In this situation BWDB taking initiatives by BGP to keep infrastructure well-functioning by WMO.

1.4 Introduction of DAE as Implementing agency.

Additional Director of DAE Bevis Chandra Shah, he is former Upazila Agriculture Officer, Paikgacha upazila a part of Polder 22. He briefly discusses the success of BGP activities Daluti Union of Paikgacha Upazila.

- Firstly he introduce to DAE. In 1914 appoint Agriculture Extension Officer (AEO), Then BGP identity.
- Mainly Additional Director want to express the success of her former position and upazila paikgacha once a time there are no found fresh vegetable they didn't cultivated vegetable then they have no opportunity. Now they covered 200ha land under water melon cultivation and 100 ha. for dike vegetable cultivation. DAE provide technical support and BGP create drainage and irrigation opportunity through WMG formation and functioning.

Day 2

2.1 Introduction of Polder and Polder Systems with BLUE GOLD activities



Participants interested to know on polder and polder systems of BGP. They gather knowledge after discussion the session. Participants express their concept of two types of polders, Social administrative boundary and hydrological boundary. Social boundary define on cultural and religion but BGP prefer and work with hydrological boundary. Community mobilization is the first step of community development on BGP activity implement community mobilize is very important.

Participants gather knowledge on mobilization process, they will conduct it very carefully with participatory way to words achieving the BGP goals and objective. BGP implement water resource management, DRR and environment, agriculture and business development, community agriculture and water management through functional WMG. CDF must increase capacity on Organizing, Problem identification and prioritization for WMG formation with assist to capacilization on registration process. Honorable PCD sir session we all are found:

- Polder is define demargated by infrastructure and protect of some community.
- Social and hydrological boundary but BGP work with hydrological boundary and catchment area.
- For sustainable water management some problems are
 - Inactive sluice
 - Slope cut for land use
 - Eraise by heavy rainfall.
 - Ghoge
 - Channel filled by Kochuripana
 - Channel ban by fishing

- Embarkment damage.
- A stitch in time –save nine.(Timely one and untime/offtime nine drop)
- Best process on community mobilization.
 - Organizing.--Problem identification.--Problem prioritization.
- WMG formation,registration, and capacitolization.
 - Set prime objective.—Public participation on polder selection.—step of polderselection
 - Advance committee formation, ad-hoc committee formation, include 55% HH of total population of that area, management committee formation and apply for registration.
- Assist to WMG annual plan
 - Organization conduct.—Water management.—Infascture management.—Agriculture production and marketing.—FFS/MMs formation and Gender.
- A.S.M Shahidul Haque, working Group leader, SVC.
 - Now there are two wings of BGP
 - a. Equitable water management &
 - b. Strenghtening value chain.
- Main objective of organozation formation and a functional WMG must have 3 pillar:
 - a. water management
 - b. Agriculture development and
 - c. Bussiness improvement.
- Functional WMG will continue 3 major activities
 - a.Collective actions
 - b.Horigental learning and self orientation and
 - c.Networking and partnership.

Mr.Shahidul also learnt us on rural economic main power are, agriculture, fishiries, poultry andlivestock etc. For economic development needto increase agriculture production and use modern technology by DAE and BGP.
- Md. Atikur Rahman on community agriculture water management

He tell us comperatively others region southest zone are low produce area in Bangladesh. Reason most of the area are water loged and unorganised. So BGP working those area for increase productivity by proper community agriculture water management. BGP initives are:

 - Crop rotation.—Internal water management.—Water infascture sustainability.—Relation build up with Union Parishad.—WMG capasity strenghtening.

2.2 GPWM and water management policy

Md. Ayub Ali, Principal, BWDB, Baradi, Kushtia conducted the session. Guidelines of participatory water management (GPWM) is large issues, need to water management rules gather with keep preserve in self which are most important portion for CDF. Water management challenges with solution process discussed in the session. Mr. Ali told the session:

--In participatory water management public will fully engaged on Identification problem: Planning.---- design.—Implementation.—Monitoring and evaluation.

He also teaches us there were three types Project on GPWM.

- a. Small 1st stage about on 1000 hac.
- b. Medium 2nd stage 1000 -5000 hac.
- c. Large 3rd stage 5000 hac.

3.1 Formation of Water Management Organization.

Formation of WMO process demonstrates a real drama against ban of WMO formation. Deferent type of activities by a WMO initiatives to reach an effective WMO that's are all intervention implement agriculture, fish, livestock, value chain and with taking new initiatives, Constitution, account keeping and audit systems.



- Md. Hafizur Rahman, DCEO, Jessore we know from the session:
- There are two of WMO a.General committee. b. water management committee. Members of committee, farmers, vulnerable women, business man, land less, project targeted people, age under 18 years.
- Committee structure is. -- Chairmen. -- Co- chairmen. -- General Secretary. -- Joint secretary. -- Cashier-- 1 landless and 1 fisherman.
- Responsibilities of water management group:

Discussed on water management related any issues with community people. –Included in general members. –Create innovation activity of the group.—Budget preparation and participation all activity.—important document preservation. After all he discussed WMO formation procedure and responsibilities.

WMG record keeping book of BGP.



Receipt book.—Members register.— Pass book.—Savings register.— Collection register.—Cash book.— General Ledger.—Bank account book.—Loan register.—Materials stock register.—Agriculture materials register.

Mr. Nazrul islam also discussed What is account? Why necessary regular accounts maintenance? Necessity of transparency in accounts. Why audit and audit systems. Practically he conduct the session. If all documents is well preserved then WMG will well-functioning and conflict free.

3.2 Functional WMG

A functional WMG effectively perform different type of activities with participatory manner. Some major and selected activities can reach a functional WMG. We view to some activities perform.

We consider a functional WMG. Functional WMG indicators are as follows.

Organization	Water Resource management	Economic Development
➤ Well attendance.	➤ Regular properly operation and maintenance(O&M)	➤ Collectively Duck/Fish cultivate on integrated methods in BWDB open water body
➤ Appropriate fund management.	➤ Regularly waterfalls remove from cannel jointly and keep continue operation and maintenance.	➤ MFS formation by WMG members take new initiatives and continue.
➤ Meeting decisions sharing mechanism create and sharing with all.	➤ Infrastructures maintenance in WMG areas subcommittee formation and distribute responsibilities among the group.	➤ Increase agriculture production through using agriculture modern technology.
➤ WMG own office with land, address with signboard for public visibility.	➤ Inlet and outlet function activated in appropriate time.	➤ For equitable irrigation cultivate same crop in whole community.
➤ Prepare WMG yearly action plan. ➤ Set WMG goals and objective and take activities achieve the goal and objectives.	➤ Operation and maintenance fund raising systems.	➤ Fish culture in boropit.
➤ Regularly savings collection.	➤ Proper resources utilization	➤ Enhancing productivity through improve technology and initiate to joint marketing.
➤ Well coordination with all classes people for best completion.	--	➤ Provide technical knowledge on poultry, fish, and livestock production through FFS.
➤ Linkage with different GO and NGO.	--	➤ Participate on collective Income Generating Activities (IGA).
➤ Involve mass people with Organization.	--	➤ Collective agriculture in community.
➤ Proper and error free maintain accaunce.	--	➤ Initiate new alternate income generating activities.
➤ Regular updating documents. ➤ Avoids self-relevance activity.	--	

4. Functional WMOs target.



Functional WMOs is such kinds of WMOs there will exist presences all kinds of plenary activity according to plan. We want to seek all smile face of WMOs members. A ideal WMOs will prepare yearly action plan. We considered an effective WMOs some particulars, and seek special criteria call unique WMOs. CDF's are prominent to formed and change a positive attitude to build functional

WMO's by their hard effort. So when we watch these Criteria then call a functional WMO's.

Mr. Abul Kashem details explain pre group work. How we can reach a functional WMG and we need which type' of quality and skill need as a CDF. CDF then group wise discussed and then prepare a presentation are as follows.

Group-1	Group-2	Group-3	Group-4
❖ Clear concept of Program all activities.	❖ Motivational Capacity	❖ Clear concept on Program goal and objective.	❖ Outspoken
❖ All interventions presentation with simple and easily.	❖ Politeness	❖ Heard more but tell few	❖ Keep subject base knowledge.
❖ Don't provide error information.	❖ Outspoken	❖ Never share error information.	❖ Time management
❖ Show positive attitude any situation.	❖ Share appropriate information	❖ Technical knowledge.	❖ Care on dress up.
❖ Clear pronunciation.	❖ Energetic	❖ Have knowledge on creativity.	❖ Hard worker.
❖ Friendly behavior with local people.	❖ Punctuality	❖ Concept on program norms and procedure.	❖ Honesty and trustfulness.
❖ Keep good relation with local elite and community people	❖ Fettered	❖ Knowledge on water resources infrastructures.	❖ Build professional relation with comu
❖ Share appropriate information in appropriate time.	❖ Trustfulness	❖ Acceptances.	❖ Meeting spot select on participatory way.
❖ Always respect on time and task	❖ Cordiality	❖ Well communicator.	❖ Respect on age wise category.
❖ Motivate on multi IGA	❖ Respect on task	❖ Adaptation on all environment.	❖ Patience
❖ Never connected with politics and anti-social activities.	❖ Patience	❖ Basic concept on working locality.	❖ Situation anylist.

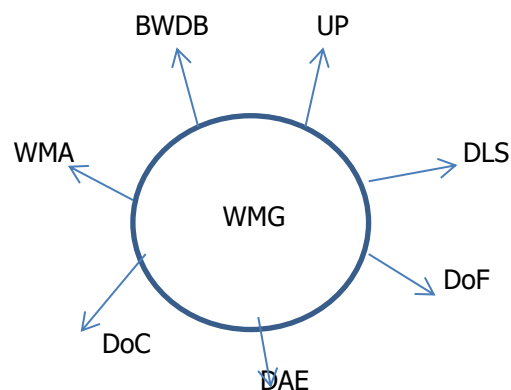
4.1 Building block strategy to establish self-evolving functional WMOs.

Mr. Abul Kashem conducted the session. Firstly he brief why WMO establish self- evolving in that process. WMO will must benefited and increase skills continue functioning activities.

A functional WMO will remain some unique activities. WMO's is exceptional to others. We watched a functional WMO's when view some activities. There are three types of major activities. The activities are: 1. Collective action. 2. Horizontal Expansion and 3. Institutional and partnership development.

- Collective actions, WMO's take initiatives on collective actions on community base, joint planning, joint cultivation, joint harvest and jointly selling through market justification with price bargaining. In this stage WMOs gain on economic development.
- Horizontal expansion, learn from collective action disseminate within WMG and others surrounding actors. Peoples learned through visit, sharing, analysis then they take initiatives and implement. These learning expansions by various ways, direct observation, posturing, video show, leaflet, FFD etc.
- Institutional and partnership development is a process when collective action and horizontal expansion going on sustain disseminate with neighbors WMOs then need huge materials Seeds, fertilizer, technology, with different improve equipment's. WMO's will consortiumly purchase or selling. Then build partnership with other's institution.

It is more effective to the following link of different institutions:



4.2 Experience sharing of functional WMG

- Md. Abdul Motin DCEO asked the audience why not sustain WMG he request to share experience to all. Participants share their experience the findings are:
- WMG not should realize ownership
- Lack of importance.
- Less awareness on sustainability
- Lack of follow up.

- Realize voluntary work.

Mr. Abdul Matin finally details discussed with us there are some key points ban of WMG sustainability.

- If unknown roles and function of WMG
- Lack of knowledge Key to success and
- Unrecognized their achievements.

Day-5

5.1 Concepts and Principal of Community Mobilization.

Community mobilization is a process of a group of series work. Take information about the community by using various secondary tools on difference source relevant NGO, GoB Office, local elite, but gather real information using transact work, FGD and mini meeting. In these different tools transact work and FGD in the most reliable information.

Mr. Abul Kashem discuss on community mobilization. He discuss assist to a community through a process taking decision to use their local resource change positive change their attitude, behavior and livelihood's.

5.2 Communication process in community mobilization.

On community mobilization most of the important is rapport build with community and good communication skill with community.

There are follows the elements chain of communication that is sender-receiver-message-media-feed back and return with sender. These are the main elements of communication.



5.3 Facilitation is a process of art. A facilitator does assist to find the real information from the participants with active participations. Facilitators should to create a opportunity to say something by participants. There are difference ego types participants presence in a meeting /training, Parant ego state, Adult ego state, and Child ego state.

5.3 Facilitation process and techniques in community mobilization.

After details discussion on facilitation Mr. Abul Kashem Practically demonstrate by facilitation in a same community on diarrhea disease issues. He playing a role on facilitation 3 ways. Each of the way after facilitation participants comments three times very good, very excellent, then he ask question which process is best and why?

Then Mr. Kashem details explain on facilitation. He request to all always follow participatory way, participants want to say something's, it's not a single way. Facilitation always participatory way then participants receive you and increase acceptances.

Day-6

6.1 Identify require activities and task for clustering

In polder level there were exist different type of infascture of water development board, but that is some active pro active and inactive. BWDB have no a huge manpower maintain the infascture. BGP taken the roles proper maintenance and activeness through functional WMG.

Zonal Coordinator Md. Azziur Rahman except with assure introducing the BWDP infascture of the BGP selected polders. He expects that BGP is going on proper management and activeness the infascture and farmers are taking initiatives cultivate new agriculture product by WMG. He also expect by the new recruited CDF will keep up the progress.

Zonal Coordinator Maksudur Rahman, Satkhira Zone discussed her session that Pre condition of water management infrastructure development polder and WMA need assessment, plan finalization, survey and design through meeting, field survey, LCS formation, monitoring committee formation, training, and implementation and assist to bill preparation. Always communication with BWDB and BGP any issues for quality ensure. He also tell us infasctures are Embankments, sluice, inlet, outlet, cannel and Calvert.

Ms. Thamina Akter, Deputy Zonal Coordinator, Khulna zone she discussed on Community mobilization and capacity strengthening of WMG, WMA and WMO different ways. Firstly need to interest grow and owners feel on WMO by awareness fundraising fund utilization. Community mobilize and capacity strengthening through planning, implementing and involve multi sectorial improve activities by community participation. Water management infrastructure operation and maintenance with actively involvement of community people, then community mobilization will sustainable. WMG/WMA capacity strengthen then they able to perform equitable water management, Agriculture and business development and economic development.

Business development coordinator Md. Shamim Alom clearly discussed on disseminates all success and tasks in surrounding area of BGP. He emphasis to collectively agriculture produce materials purchase, jointly product select, cultivate and sell products collectively with price burgeoning. In a polder working four interventions of BGP representatives, but in previous they didn't have working coordination in the representative. In this situation polder people dilated which one is real and or not for them, for BGP they can't define the program. In this situation BGP fells need harmonizing for polder community/WMG need coordination raise coordination on sustainability. Then BGP management realize need to coordination inter Program and just then think review and coordination with each other's. Now BGP working with all on unified approach.

Agriculture expert Md. Jahangir Alom discussed her session on Farmers Field School formation, objective of FFS, Function of FFS, Session conducting systems, total duration of FFS, who will be FFS members about on this he discussed on this. Participants are enjoy with active participate in the session.

- DRR and Environmental expert Mr. Jaynal Abedin discussed on DRR and environment in connection with water management. Water management infrastructure establishes or repairs are connected with DRR and environment. He informed her session infrastructure build repair any kinds of construction follow the Bangladesh Government environmental policy before commence the work. Then need to environmental assessment by an environmental expert and with clearance. Especially follow on:
 - On cultivate land always follow that never destroy humus (top fertile soil of land) best to collect earth from canal, fellow land or others sources.
 - Be sincerer on protect and keep save zone biodiversity (frog, snake, waterfall, fish etc) management when collect soil from canal, pond and also consider breeding monsoon.
 - No create water logging during embankments, sluice ested.
 - No disturbing public place and public communication way, may be able to hang a signboard.
 - Keep save fruity tree, or erosion protect tree during earth work, if not possible to protect then instantly replace another same tree.

Mr. Jaynal also details explain on agriculture product avoid pesticide apply suggest to follow IPM methods, herbal methods. Pesticide apply very harmful on human body and destroy all beneficiary insect and animals.

6.2 Team building and conflict management

Team builds session conducted by Md. Abul Kashem through a suit game completion. Team building is best way for achieving program goals and objectives of a program. Team can easily continue strengthening a team in they have respects to each other, trust, sharing learning and provide specific direction, share how and when perform the activity, jointly work for achieving the objective these are a good team. Participants learn about the team and they apply in their working place.

About on a progressive team facilitator attention a game win for individually team. Individually team plan with all team members then they action for win the competition. Well planer they win the game. Participants learn from win team about discussion session.

We learn from conflict resolution a best process on nice story. In conflict solution most important is hear the problems then take steps on resolution. In some best way face to face discussion process is all of the best way of any kind of conflict resolution.

6.3 Monitoring Reflection and learning.

John Marandy conducted conduct session on Monitoring Reflection and Learning. He details discussed on what's monitoring, how and why monitoring, what's evaluation, what's the difference of monitoring and evaluation?

Monitoring is a continuous process of working period, it's find to monitoring progress of work, quality of work, going to words achieve of objective or not, monitoring seeks how much time to completion the work ?. Monitoring assist to provide the results to the management, management taking decision again if needed. Monitoring performed by inside people.

Evaluation generally finds impact of work. It does commence simply completion the work. Evaluation performed out sider people, it's find really impact and objective achieve status of the work.

In BGP MRL monitoring Reflection and Learning mainly to assist BGP just play facilitators role in WMG, participatory monitoring to polder and zonal team as a WMG tracker.

Reflections play on role share information with all stakeholders and discuss with them.

Learning adoption on use information and gather learning in this situation MRL team play role on extension as a facilitators.

Day-7

7. Prepare action plan and presentation.

The BGP Khulna TA teams prepare an action plan during near completion the training. Completion the training what's the role of CDF. Component wise prepare the plan and presentation.

Before finally closing the training a very important session was conducted that's review of training course. All the participants divided four groups. One group ask question to another by rotationally ask questions and answers session. In this session all participants identified their gaps and create an environment over come and certificate the gaps.

7.1 Course evaluation and conclusion

In this session compare objective by Posttest, training evaluation, learning demonstration through interesting simulation, visualizations festoon, play card, role play etc. After all finally closing by delivered speech, delivered feelings from different part of the training conductor's session. Course evaluation results are bellows:

1. Training Venue:

	1.....	2.....	3.....	4.....
a. Fit for training-.....	0.....	0.....	2.....	21
b. Comfortable-.....	0.....	0.....	5.....	18
c. Food quality-.....	0.....	0.....	2.....	20

2. Training Course:

a. Fit for training-.....	0.....	0.....	0.....	22
b. Relevant-.....	0.....	0.....	2.....	21
c. Full filament your expectation-.....	1.....	0.....	0.....	20

3. Training Content:

a. Fit and need baise-.....	0.....	0.....	0.....	23
b. Similar to work-.....	0.....	0.....	2.....	20
c. Easily understood-.....	0.....	0.....	3.....	19

4. Participation opportunity of the training:

a. was opportunity to participate-	0	0	0	23
b. Have enough time for Q&A-	0	0	2	21
c. Able to fill up expectation-	0	0	5	17

5. Facilitators:

a. Create learning environment-	0	0	0	22
b. Well preparation-	0	0	2	20
c. Aware on Participants questions-	0	0	0	22

6. Time mgt.

a. Care on content and time-	0	0	4	17
b. Group work was essential-	0	0	6	15
c. Well coordination on discuses & group work-	0	0	3	18

7. Most comfortable area: Group dynamics, participatory way, TA team presence, Role play, Real example etc.

8. Less comfortable area: Short Duration, Marketing session, Electricity disturbing, Water shortage in dormitory.

9. Suggest for improvement: Increase training duration, First discussion then question, Field visit for learning, solar & tube well installment in dormitory.

10. Overall comments: WMO formation, Gender and sex, Polder, CAWM, DRR, 3 types EGO, Role of BWDB &BGP.

11. How you apply this learn in your daily work: In polder people, WMO formation, LCS, WMG, Accounts keeping, Gender relatives activity.

12. Overall comments of the training: Training is well. But overall comments is need to increase training duration in next time and others venue.

13. Suggestions and General Comments from the Participants

- Increase training duration.
- Well environmental venue (ensuring Electricity /Solar, Install tube well).
- During training, content related field visit.

Closing:

The evaluation of the participants indicated that the refreshers courses were successful. To a large extend the objectives of the course and expectations of participants were met. The experiences, skills, knowledge and interactive mode of presentation made facilitation friendly and lively. Most of the participants were of the view that the refreshers course was very relevant to their work and they reflected their positive impression and high commitment in the concluding session to utilize the learning at polder level in carrying out their task to build up the capacity of WMGs towards participatory water management.

Report prepared by: Mortoza Ahmed, Training Coordinator, BGP

Participants List of Participatory Water Management Training of new CDF, 2017, Pre & Post test results.

Place: Irrigation Extension Training Center, Baradia, Kushtia.

Date: 02-08 May, 2017

SL #	Name	Designation	Pre test	Post test	Remarks
1	Ariful Islam	CDF,BGP	12	83	
2	Md. Julhas Mia	CDF,BGP	8	87	
3	Md. Nasir Uddin (Mostofa)	CDF,BGP	14	0	Leave During Training conduct.
4	Md.Mamun Hawlader	CDF,BGP	17	89	
5	Chanchala Mondal	CDF,BGP	28	97	
6	Mst. Asma Akther	CDF,BGP	0	0	No join
7	Mst. Nurunnahar	CDF,BGP	0	66	
8	Md.Badruzzaman	CDF,BGP	13	95	
9	Gokul Chandra Roy	CDF,BGP	29	97	
10	Anamika Afroza	CDF,BGP	9	88	
11	Girindra Nath Sarker	CDF,BGP	9	91	
12	Md. Hafizur Rahman	CDF,BGP	0	81	
13	Piya Sen	CDF,BGP	14	94	
14	Aklima Akter Khatun	CDF,BGP	9	87	
15	Lisa Pricia Halder	CDF,BGP	11	95	
CDF,BWDB					
16	Md. Abdul Hamid	CDF,BWDB	27	96	
17	Babul Robi Das	CDF,BWDB	9	83	
18	Achintay Kumar Dey	CDF,BWDB	33	98	
19	Sonjoy Chawdhury	CDF,BWDB	30	82	
20	Mamunur Rashid	CDF,BWDB	18	94	
21	Md. Mottaled Mia	CDF,BWDB	19	90	
22	Ramesh Chandra Sarker	CDF,BWDB	15	76	
23	Md. Masud Khan	CDF,BWDB	17	92	
24	Md. Rubel Islam	CDF,BWDB	10	87	
25	Prodip Kumar Biswas	CDF,BWDB	5	78	

List of Resources Person/Observer- New CDF Participatory water resource mgt. training2017

#	Name	Designation	Contact Number
Blue Gold Program, Dhaka			
1	Ammirul Hossain	PCD (BWDB)	
2	Md. Alomgir Chowdhury	Deputy Team Leader(DTL)	01711833212
3	Abul Kashem	Training Expert	01711733719
4	ASM Shahidul Haque	Work group leader (SVC)	01711832037
5	John Marandy	MRL Leader	01711549119
6	Dr. Rahmat Ali	Deputy Chief Fishery (BWDB)	
BWDB, Kushtia.			
7	Md. Ayub Ali	Principal Officer,IETC,BWDB.	
8	Abdul Motin	Deputy Chief Executive Officer.(BWDB)	
DAE, Kushtia.			
9	Bevish Chandra Shah	Additional Director, DAE, Kushtia	
BWDB, Jessore.			
10	Md. Hafizur Rahman	Deputy Chief Executive Officer (BWDB).	01918043742
Blue Gold Program, Patuakhali			
11	Md.Motior Rahman	Sr. Socio- Economist & zonal Coordinator.	01822808227
12	Md. Nazrul Islam (Jewel)	Junior Socio-economist	01712-818720
13	Md. Atikur Rahaman	Training Coordinator	01717449956
Blue Gold Program, Khulna & Satkhira			
14	Md. Azziur Rahman	Sr. Field Quality Control Engineer & Zonal Coordinator	01711-278518
15	Md. Maksudur Rahman	Socio-Economist and Zonal Coordinator, Satkhira.	01843672367
16	Thamina Ahter	Sr. Socio-Economist & Deputy Zonal Coordinator,Khulna.	01712818720
17	Md. Shamim Alom	Business Development Coordinator	01716303350
18	Md. Joynal Abedin	Environmental Expert	01711983470
19	Md. Zahangir Alom	Agriculturist	01715209046
20	Biswas Ali Mortoza	Training Coordinator & training participants.	01716310757

Blue Gold Program
 Training on Participatory Water Management
 For Community Development Facilitator
 May 02 to 08, 2017
 Detailed Agenda

Day-1	May 02, 2017 (Tuesday)		
Time/ Duration	Discussion Topics	Methodology	Resource Person
15.00-15.45	1. Course opening and Introduction <ul style="list-style-type: none"> ▪ Opening/Inauguration program ▪ Course Objectives and agenda ▪ Schedule of activities ▪ Facilities of Training Center ▪ Pre-test 	Lecture Discussion, Speech, Questionnaire fill up	PCD-BWDB Mr. Ayub Ali, Principal Baradi Training Centre DTL, TE-BGP
15.45-16.15	2. Introduction of Participants <ul style="list-style-type: none"> ▪ Getting to know each other ▪ Training Norms ▪ Unfreezing Exercise 	Game, Interactive Discussion	Atik Mortoza
16.15-16.30	Refreshment		
16.30-17.15	3. Overview of Blue Gold Program <ul style="list-style-type: none"> ▪ Background and objective of Blue Gold ▪ Introduction of Blue Gold Activities & area ▪ Introduction of Blue Gold partners ▪ Participants' expectations 	Plenary Discussion with PPP	PCD-BWDB DTL-BGP
17.15-18.15	4. Introduction of BWDB as implementing agency <ul style="list-style-type: none"> ▪ Introduction of BWDB, objectives, and structures and activities ▪ Roles and functions in implementing Blue Gold Activities ▪ Digital Elevation map to identify hydrological WMG/WMA and catchment boundary ▪ Working procedures and environment 	LGD with PPP, Map Demonstration VDO Demonstration	PCD-BWDB
18.15-19.00	5. Introduction of DAE as implementing agency <ul style="list-style-type: none"> ▪ Introduction of DAE, objectives, structures and activities ▪ Roles and functions of DAE, DLS and DoF in implementing Blue Gold Activities Working procedures and environment 	LGD with PPP, Map Demonstration	PD-(DAE part) or DAE-Rep.
19.00-19.30	Free time		
19.30-20.30	Dinner		

Homework: Identify the learning from day session and prepare presentation.

Note: A special discussion on Water Governance will be conducted after dinner by Alamgir Chowdhury and Kashem.

Day-2	May 03, 2017 (Wednesday)		
Time/ Duration	Discussion Topics	Methodology	Resource Person
08.30-09.00	Recapitulation	Game	Atik
09.00-10.00	6. Introduction of Polder and Polder Systems <ul style="list-style-type: none"> ▪ Basic concept of Polders & Polder Systems ▪ Physical, Social, Administrative and Hydrological boundary/ Catchment ▪ Introduction with water related Infrastructures ▪ Problem, Prospects and conflicts in Polder Management ▪ A stich in Time – Save Nine 	Large Group Discussion, Picture Demonstration	PCD-BWDB
10.00-10.30	7. Introduction of Blue Gold Program Activities <ul style="list-style-type: none"> ▪ Organization: Community Mobilization & Institutional Strengthening (30 min) 	Plenary Discussion, PPP, Q & A	Mator
10.30-10.45	Refreshment		
10.45-13.00	<ul style="list-style-type: none"> ▪ Water Resource Management (30 min) ▪ DRR and Environment in Connection with Water Management (15 min) ▪ Economic Development: Agricultural & Business Development (30 min) ▪ Community Agricultural Water Management (CAWM) (15 min) ▪ Training and Communication in Blue Gold (15 min) 	Plenary Discussion, PPP, Q & A	PCD/Mofazzal Ashraful Shahidul Shorab Joynal Kashem
13.00-14.00	Lunch Break		
14.00-15.30	8. GPWM and Water Management Policy <ul style="list-style-type: none"> ▪ Guideline for Participatory Water Management (GPWM) ▪ Participatory Water Management Rules 2014 ▪ Challenges of Participatory Water Management 	Large Group Discussion with PPP	Mr. Ayub Ali, Principal Baradi Training Centre, BWDB Mator
15.30-16.00	Refreshment		
16.00-17.00	<ul style="list-style-type: none"> ▪ Continuation of last session ▪ Day review and conclusion 		Mortoza/Atik

Homework: Identify the learning from day session and prepare presentation.

Day-3	May 4, 2017 (Thursday)		
Time/ Duration	Discussion Topics	Methodology	Resource Person
08.30-09.00	Recapitulation		Mortoza/Atik
09.00-10.45	9. Formation of Water Management Organizations (WMO) <ul style="list-style-type: none"> ▪ Concept, structure and WMO formation process ▪ Functions of WMG Members (organization, water management and in economic development) ▪ WMG Constitutions (By Law) 	Socio Drama, Mapping, Photo Demonstration, Interactive Discussion	Md. Hafizur Rahman, DCEO, Jesore Matior
10.45-11.00	Refreshment		
11.00-12.30	<ul style="list-style-type: none"> ▪ Roles of BGP in WMO capacity building process <ul style="list-style-type: none"> - Organizational management - Water management, - Agriculture and livestock, Fish - Business development and value chain ▪ Potential issues/constraints 		Matior Asraful Shahidul
12.30-13.30	10. Introduction of different tools used for WMG's Record keeping <ul style="list-style-type: none"> ▪ Book Keeping ▪ Financial Management System ▪ Sample Set of books, records and receipt, etc. ▪ Audit Procedures 	LGD with PPP, Interactive Discussion, Demonstration	Nazrul Islam (Jewel)
13.30-14.30	Lunch Break		
14.30-15.30	11. Gender Concerns and Targets in Community Organization and Anti-Harassment Policy <ul style="list-style-type: none"> • Gender terms and concepts • Objective of Gender/women empowerment in BGP Activities • Definition of and concept of gender • Gender mainstreaming in Blue Gold program • Initiatives for women friendly working environment • Anti-harassment policy of Blue Gold Program 	Interactive discussion, Colloquium and Game	Roksana Kashem
15.30-15.45	Refreshment		
15.45-16.45	12. Experience Sharing on Functional WMG <ul style="list-style-type: none"> ▪ Roles and Functions ▪ Key to success ▪ Achievements 	Experience Sharing, Q&A	Md. Hafizur Rahman, DCEO, Jesore Md. Abdul Matin, DCEO, Kushtia
16.45-17.00	<ul style="list-style-type: none"> ▪ Continuation of last session ▪ Review day learning and conclusion 		Atik

Homework: Identify the learning from day session and prepare presentation.

Day-4	May 5, 2017 (Friday)		
Time/ Duration	Discussion Topics	Methodology	Resource Person
08.30-09.00	Recapitulation		Mortoza
09.00-11.00	13. Target: Functional WMOs <ul style="list-style-type: none"> ▪ Develop understanding on Goal for functional WMG ▪ Targets (indicators) that will ensure functional WMG ▪ 3 key functions to achieve the goal/Target : <ul style="list-style-type: none"> - Organization - Water Management - Economic Development ▪ How we can achieve the targets 	Role Playing, Q&A VIPP Interactive Discussion Small Group Work	Kashem Atik
11.00-11.15	Refreshment		
11.15-13.00	14. Building block/strategy to establish self-evolving/functional WMO <ul style="list-style-type: none"> ▪ Collective Actions ▪ Horizontal Expansion ▪ Institutional and Partnership Development 	Interactive Discussion Experience Sharing	Aowlad Kashem
13.00-14.00	Lunch Break		
14.00-15.30	15. Blue Gold Participatory Approach and Working Procedure <ul style="list-style-type: none"> ▪ Overview of Central, Zonal and Polder Team ▪ Field Manual ▪ Roles of Zonal, Polder Team and Polder TA Team ▪ Roles and Responsibilities of CDF, PCC, PC, ZC ▪ Required knowledge and skills in community mobilization and to make the WMO functional 	VIPP & Picture Game, Socio Drama	Kashem Mator Atik
15.30-16.00	Refreshment		
16.00-17.00	<ul style="list-style-type: none"> ▪ Continuation of last session ▪ Review day learning and conclusion 		Mortoza/Atik

Homework: Identify the learning from day session and prepare presentation.

Day-5	May 6, 2016 (Saturday)		
Time/ Duration	Discussion Topics	Methodology	Resource Person
08.30-09.00	Recapitulation		Mortoza
09.00-10.30	16. Basic Concepts and Principles of Community Mobilization Process <ul style="list-style-type: none"> ▪ Concept and understanding on community mobilization / development ▪ Understanding on community people, learning attitude, principles and behaviors ▪ Understanding of Adult Characteristics in Learning Situation 	Large Group Discussion, Role Playing, VIPP, Game with Placard/festoon	Kashem Atik
10.30-10.45	Refreshment		
10.45-12.00	<ul style="list-style-type: none"> ▪ Requirements of adult participants in learning situation ▪ Ten key principles of adult learning process ▪ Basic concepts and principles of community organization 	VIPP, Game and Interactive Discussion	Kashem Atik
12.00-13.00	17. Communication process in Community Mobilization <ul style="list-style-type: none"> ▪ Understanding and requirements of effective communication in community mobilization process ▪ Where and how CDF will communicate and the purposes? ▪ Communication process and elements ▪ Importance of feedback in communication process ▪ Techniques for effective communication 	Experience sharing, Question & Answer, Square Game and VIPP	Kashem Atik
13.00-14.00	Lunch Break		
14.00-15.30	18. Facilitation Process and Techniques in Community Mobilization <ul style="list-style-type: none"> ▪ Concepts and importance of facilitation in community mobilization ▪ Basic understanding of speech, lecture, presentation, facilitation and their characteristics ▪ Principles and considerable factors in facilitation process ▪ Process and techniques for effective facilitation 	Simulation, Question & Answers, Demonstration	Kashem Atik
15.30-15.45	Refreshment		
15.45-17.00	<ul style="list-style-type: none"> ▪ Continuation of last session ▪ Review day learning and conclusion 		Mortoza/Atik

Homework: Identify the learning from day session and prepare presentation.

Day-6	May 7, 2017 (Sunday)		
Time/ Duration	Discussion Topics	Methodology	Resource Person
08.30-09.00	Recapitulation	Q&A and Game	Atik
09.00-11.00	19. Management and Harmonizing the Tasks in the polder <ul style="list-style-type: none"> ▪ Identify required activities & tasks for functional WMG (General & specific) ▪ Clustering of identified tasks ▪ Identify the way of harmonization among each tasks and activities ▪ Identify and plan to accomplish the tasks within the time using limited resources ▪ Roles and required quality of the team members (PC, PCC & CDF) in harmonizing/planning the tasks in the polder level 	Role Playing, Card Game, Interactive Discussion	Aziz (ZC) Tahmina (PC) Maksud (ZC/PC) Kashem Md. Zahangir Alom (AE) Md. Shamim Alom (BDC)
11.00-11.15	Refreshment		
11.15-13.00	20. Team Building <ul style="list-style-type: none"> ▪ Concept and importance of team building in achieving the targets ▪ Key elements of effective team building and application at polder level ▪ Roles of Polder Coordinator, Co-coordinator in the Team Building process ▪ Key skills and quality of a Team Leader in managing and inspiring the team 	Simulation, Question & Answer, Interactive discussions Square Game	Kashem Atik
13.00-14.00	Refreshment		
14.00-15.30	21. Conflict Management <ul style="list-style-type: none"> ▪ Concepts, Definition, causes and effects of conflict in water management ▪ Types and reasons of conflict ▪ Conflict management methodologies and process ▪ Roles of different parties involved in conflict management process 	Socio Drama, Interactive Discussion, Story Telling	Kashem Atik
15.30-15.45	Refreshment		
15.45-16.45	22. Monitoring Reflection & Learning (MRL) <ul style="list-style-type: none"> ▪ Objectives of Monitoring & Evaluation ▪ Process of Monitoring in BGP ▪ Introduction of MRL Tools/Formats 	Interactive discussion, Plenary Discussion	John Marandy Tahmina
16.45-17.00	<ul style="list-style-type: none"> ▪ Continuation of last session ▪ Review day learning and conclusion 		Mortoza

Homework: Identify the learning from day session and prepare presentation.

Day-7	May 8, 2017 (Monday)		
Time/ Duration	Discussion Topics	Methodology	Resource Person
08.30-09.00	Recapitulation	Q&A and Game	Mortoza/Atik
09.00-10.30	23. Briefing on practical issues and logistics in field <ul style="list-style-type: none"> ▪ Assignment, posting , working relationship within Blue Gold ▪ Administrative issues & concerns ▪ Safety and security ▪ Use of Project assets 	Interactive discussion, Plenary Discussion	Arif Asraf
10.30-11.15	Refreshment		
11.15-12.00	24. Prepare Action Plan and Presentation <ul style="list-style-type: none"> ▪ Monthly Reporting System ▪ Sample Formats for reporting ▪ Briefing on the present priority activity ▪ Prepare action plan and presentation 	Plenary Discussion with PPP	Aziz (ZC) Tahmina (PC) Maksud (ZC/PC) Md. Zahangir Alom (AE) Md. Shamim Alom (BDC)
12.00-13.00	25. Review of training course <ul style="list-style-type: none"> ▪ Distribution of Group Assignment ▪ Preparation of Questions ▪ Rules and regulations of Quiz session 	Quiz, Open Discussion Small Group Work	Kashem Atik Mortoza
13.00-14.00	Lunch Break		
14.00-17.00	26. Course evaluation and conclusion <ul style="list-style-type: none"> ▪ Post Test Questionnaire ▪ Training Evaluation ▪ Demonstration of Learning ▪ Closing Program ▪ Awarding of Certificates ▪ Wrap up 	Questionnaire fill up and Q&A, Speech and Demonstration	Md. Mahfuz Ahmed, CWM, Mr. Ayub Ali, Principal Baradi Training Centre, BWDB, Kashem Atik, Mortoza

Note:

At the end of this course, an action plan will be prepared by the participants where each of them will be oriented and acquired practical experience in all aspects from the field. The CDF will be tagged with Polder Coordinator and they will be responsible for On the Job Training (OJT) for the concerned CDF. After 3 months there will be a refresher training where these CDF will be involved for further improvement.