

Blue Gold Program

Feedback on the pilot Gender and Leadership Development in Khulna and Satkhira and planning for the next 3 months

Prepared by the international Gender Specialist (Version: 30 May 2016)
based on field visits including discussions with the gender and training coordinators

The Gender and Leadership Development (GLD) training aims to create understanding on gender related constraints and how to tackle them (at 3 levels: family, WMG and community/society) and to contribute to better participation of women leaders in WMOs. This 3-day training is for the 12 Executive Committee members of the WMGs, plus 3 potential female leaders from the general membership. One training batch includes these 15 WMG participants of 2 WMGs, plus 2-4 UP members. The facilitation of the GLD training is outsourced to KNKS through a tender process. The curriculum for this training is based on a the IPSWAM curriculum for GLD training, but with major revisions, added sessions and many new materials¹, in particular as prepared by Blue Gold's gender coordinator and (regarding training methods) by the Blue Gold Training Expert.

Findings from the pilot training sessions:

Between May 9 and May 19 three pilot trainings were conducted in Patuakhali, Khulna and Satkhira, respectively, with the main objective to test the curriculum. These pilot trainings were observed by Blue Gold's gender and training coordinators. The international gender specialist observed several sessions of the pilot GLD training in Khulna and Satkhira². These trainings were conducted with the representatives of the following WMGs:

- In Grangarampur Union Parishad, Khulna: Mosiardanga WMG and Chorkhali Macalia WMG (28 participants, 14 male and 14 female); and
- In Fingri Union Parishad, Satkhira: Goshkhali Khal WMG and Morichap WMG (29 participants, 14 male and 15 female).

Overall impression: Both groups seemed well responsive to the training provided, with men and women apparently showing equal interest. In the Khulna group men tended to speak out more easily than women (though several women also were actively contributing); in the Satkhira group several women were very outspoken, sometimes even dominating the session, but also with several active men. Both groups included also women and men who hardly spoke out, but all were seen nodding and reacting; and almost all participants answered when a facilitator asked them a specific question. Group work was always done promptly, with in most groups some of the men and women more actively participating, and some others rather observing.

Feedback from the groups was largely (very) positive, examples:

- Valid examples of the subordination of women were given by all (men and women), such as worse treatment of a lactating mother if she gave birth to a girl (as compared to a boy); neglect of the girl child; less importance to food for women and girls; and the thinking that girls / women are burdens whereas boys / men are assets.
- The participants seem to acknowledge that such practices have to change and often reflected a commitment to a more equal treatment of men and women ("all are human beings").
- The Gender Action Plans, prepared by the members of each WMG, include activities for improving gender relations / gender equity at 3 levels: family level, WMG level and community level. An example of a GAP is provided in Annex 2 (more examples will be provided in the report of the gender coordinator).
- Various elements of the GLD training (or the entire training) appeared an eye-opener for various participants, also to men. One man said (after the session on nutrition and its importance for women

¹ See the gender coordinator's report (still under preparation) for more details on the new materials

² With thanks to the national gender coordinator for her translation.

and women leaders): *“if my wife would have told me this, I would not have understood and believed her; but now that I am here, I believe this”*. Another man said at the closure of the training that this was the best training he ever participated in.

Performance of the service provider: overall, the trainers who facilitated the GLD pilot training demonstrated to be skilled trainers, with clear experience in training of similar groups. However, various (parts of) sessions that were meant as group discussions, were rather monologues by the trainers with some probing for assent from the participants. The momentum of several of these sessions seemed to be somewhat lost by such (too long) monologues, apparently repeating content. The Blue Gold gender coordinator and/or training coordinator had to intervene several times, e.g. to help to explain something, to provide examples and/or to otherwise adjust the progress of the training. This, however, is -to some extent- also in line with the pilot nature of these sessions. The (major) underlying reason for observed flaws appeared the still limited familiarization of the trainers with the curriculum (content) of this training. It may also point to the need to adjust some sections of the curriculum.

After the pilot training, various discussions were held, especially with the national gender coordinator, about the lessons learnt from the pilot training. Annex 1 presents the list of issues discussed. This list can be used as a checklist when working towards finalizing the preparations for the GLD training and starting the actual GLD training.

More extensive reports on this pilot training will be prepared by the service provider and by the national gender coordinator.

Next steps and planning for the start of the actual GLD training to WMGs

The review and finalization of the GLD curriculum is being done mainly by the Blue Gold gender coordinator (especially regarding the content), using the feedback received from the service provider and those training coordinators who participated in the pilot training sessions, which was mostly provided during the training sessions. Feedback has also been requested from PCD, which, once received, will also be incorporated.

The actual GLD training is expected to start after the Eid holidays, i.e. mid-July 2016. It is expected that during the first actual training sessions, observation and support by the gender coordinator and training coordinators will still be required; once the training sessions will proceed more smoothly, the constant presence of Blue Gold staff is no longer required, but regular monitoring remains important to ensure a high quality of training. A timely planning of the training sessions is important, also to ensure that the gender coordinator and other Blue Gold staff can take this into account when planning their field work.

The following table presents the timeline / planning for the start-up of the GLD training:

Activity	Finalized by :	By whom
Finalization of the curriculum*	End of June	Gender Coordinator / Training Expert
Prepare handouts	End of June	Gender Coordinator
Planning of the actual training for the first month (mid-July to mid-August)	Mid-June	Zonal training coordinators, in coordination with the Training Expert and service provider
Discuss various issues with the service provider (see also Annex 1), such as the trainers of the two teams, the planning, the pre- and post-tests, reporting details, etc.	Mid-June (asap after the (tentative) planning for the first month is ready)	Training Expert and Gender Coordinator
Start first training sessions in Patuakhali and Khulna / Satkhira (at least 2 teams in total)	By 12 or 17 July	Service provider, with presence of training coordinator and/or gender coordinator.
Plan the follow-up of the GAPS of the WMGs	July / August (at Zonal offices) and during the gender training for zonal/field staff	Gender Coordinator with Zonal and field staff

Prepare an approach for measuring the impact of the GLD Training and plan for its implementation (about 6-9 months after the training)	August / September	Gender Coordinator, Training Expert, Zonal staff and possibly M&E
--	--------------------	---

*The curriculum will only be really finalized after having received the feedback from PCD / BWDB, possibly through a half-day workshop.

Approach and Planning for the Gender Training for Zonal and Field level staff

Apart from the GLD training for WMGs, the GLD ToR also foresees gender training for zonal and field staff of Blue Gold and partner organizations at zonal / Upazila level (BWDB, DAE, DLS and DoF), tentatively for 85 persons in Khulna and Satkhira and about 70 in Patuakhali (in batches of 30 – 38 participants with a good mix of backgrounds). This training aims:

- to increase gender sensitiveness, in particular as related to the Blue Gold interventions and expected results, by integrating gender concerns in each one's daily work;
- contribute to team building; and
- create awareness on the GLD training for WMGs also ensuring that zonal and field staff support the follow-up, including the implementation of WMG's Gender Action Plans where relevant.

Though the service provider for the GLD training is foreseen to also facilitate this training, it is felt that (at least two) more senior and experienced gender trainer need to be engaged, who have ample experience in facilitating gender training at the level of our zonal and field staff.

The ToR includes a (still rough) outline for this two-day training. Recently, the gender coordinator has started the fine-tuning of the outline for this training. Considering that this training should be conducted as early as reasonably feasible –also because the GLD training will start by mid-July-, it is tentatively planned to conduct this training by the end of August 2016. The following planning is foreseen:

Activity	Finalized by :	By whom
Identify candidates for senior gender trainer (one male and one female) and selecting	Mid-June	Service provider, Training expert, with input of Gender Coordinator
Contracting of the senior gender trainers by the service provider	End of June	service provider (KNKS)
Finalize the training outline	End of May	Gender Coordinator
Develop a brief Concept note, including the training outline, and share with PCD / BWDB	Second week of June	Gender Specialist / Gender Coordinator, with feedback Training Expert
Planning of the training workshops (dates and batches)	Mid-June	Training team, with Zonal coordinators and in coordination with other relevant persons.
Inviting the participants	Before Eid (with reminder and detailed program a few weeks before the actual training)	Training team
Development of training curriculum outline, materials and hand-outs	Mid-July	Selected senior trainers in coordination with Gender Coordinator and Training Expert
Conducting the training	End of July - August	Senior gender trainers, gender coordinator, Training Expert and "to be decided" (from senior BG TA and/or BWDB/DAE)
Follow-up	Planning of intended follow-up: early August; Actual follow-up: to be decided	Gender coordinator, zonal staff / Socio-economist

Annex 1. Issues forthcoming from the pilot training and/or to be addressed when starting the LGD training

1. Keep in mind whether we are achieving the objectives of the GLD training, also re WMGs? See box 1:

Box 1: Objectives of the GLD training as per ToR:

- a. To develop sufficient knowledge and understanding about gender issues;
- b. To identify gender related problems and difficulties in the family, WMG, and in society to develop their knowledge and understanding on how to tackle these issues;
- c. To improve the knowledge and understanding of women leaders on how to participate and contribute effectively in water management organizations and in their family;
- d. To develop knowledge and understanding of women and men leaders on gender concepts and importance of women's participation in development process; and
- e. To improve knowledge and awareness on the different types and qualities of leaders and identify the ways to utilize the learning for their development and application.

NB: to measure the impact of the GLD training, the topics of the above objectives will be expanded.

2. Ensure that in all GLD training sessions at least one trainer is female and one is male.
3. The service provider should provide two training teams: one for Patuakhali and one for Khulna/Satkhira. Did all envisaged trainers participate in at least one of the pilot training sessions?
4. If the service provider has to add or replace a trainer: (i) CV has to be provided and approved by BGP; (ii) the male/female mix of a team must be maintained; and (iii) important that someone of Blue Gold (training coordinator and/or gender coordinator) observe the new trainer as much as possible.
5. It appeared that the participation of UP participants was less than expected (2 in total per WMG → 4 per training). How many were invited and how many actually participated and for how long? How to improve this? When finalizing the curriculum, options for a more active involvement of UP members in specific sessions should be investigated.
6. Issues to be considered when finalizing the curriculum:

#	Action	Status per 26/5/2016
1	Make sure that all content can be presented within the set time frame (→ better time management by the trainers (including better internalization of the module) and/or amount of information in the curriculum)	Done
2	In particular: ensure that all parts of the curriculum can be well understood by the service provider and the participants. E.g. is the issue of "position and condition" not too complex and conceptual? Instead, possibly only the position of women may be addressed.	Done
3	Integrate the tool for assessing the degree of women participating and influencing WMG decision-making in the curriculum	Still to be done
4	Check nutrition section with Shumona to ensure good alignment of Blue Gold nutrition messages in FFS and ensure she is informed	Done

5	Is joint decision-making on spending of household income and regarding production mentioned in the curriculum?	It is indirectly addressed; the court yard sessions will address this more directly
6	Is speaking in public addressed and/or how “shy” women (or men, if there are) should be supported to speak out more?	No specific session, however, throughout the GLD training the trainers motivate also “shy” participants to speak out.

7. Make sure that links with WMGs (active participation /leadership / decision-making by men and women) are clearly discussed. (NB this is foreseen in the training outline).
8. Discuss with the service provider that they better facilitate the development of the GAP per WMG promoting the involvement of all WMG members present at the training (avoiding that an inner circle prepared the GAP, with other WMG members remaining silent behind them).
9. Reporting by the service provider. The ToR requests the following on the reporting:

A brief Training Report will be prepared by the TSP for the Gender Training, the Pilot Testing in 1 batch (2 WMGs) and a more comprehensive Training Report at the end of the Contract covering the Phase 1 implementation. The Training Report should contain the summary data on training conducted, number of participants, results of the pre and post tests, training evaluation and recommendations on how to further improve the training. Attachments should be the participants’ attendance sheets, photos per training, Training Modules and materials used (hand-outs and visual aids), GAPS and other outputs.

- Note that the service provider should provide photos per training and GAPS are required as attachment for each training. Possibly the service provider can provide photos of each GAP and the commitment sheet.
 - In the pilot training post tests were not conducted, but they will in the “real” training. Make sure that such test are not too complicated and are tested. The purpose of these tests is to know the knowledge gained during this training, also to help to improve the training and for future follow-up. In principle, the service provider will analyse these pre- and post-test and include the results in the reporting.
 - Re training evaluation: make sure a tool is used that is well understood, giving honest results, without participants being able to “undermine” the results.
 - Make a clear agreement before the start of the training with the service provider in the details for its reporting. The ToR foresees a training completion report at the end of the assignment. Also: would it be useful to have intermediate reports, e.g.. monthly?
10. Proper and timely planning of the training batches (by training coordinators with KNKS, keeping the gender coordinator immediately informed) is important, including any presence of Blue Gold staff at the training sessions: who (training coordinators, COs and/or gender coordinator) and when (e.g. monthly and based on availability and need). Share the planning with other Blue Gold colleagues (TA and partners) to facilitate them to observe some GLD sessions when their field work allows this (e.g. visits to the same area).
 11. Monitoring of the GLD training: what will be monitored by the training coordinators and what information should the gender coordinator keep? (A monitoring form prepared by the gender coordinator will be further discussed).

12. Make sure that the main output of the GLD training (the GAPS) are regularly analysed and that the BGP progress reports also includes some text on these. (NB at a later stage also the implementation of the GAPS should be somehow monitored).
13. Feedback from several COs on GLD training (on May 19th): use (more) multimedia (such as a video story about a successful woman) and more role plays as visual presentations “stick” more. Considering this, should the role play about the traditional role of the wife (who is not being allowed to participate in the discussion on the marriage of the daughter) be repeated, but now in a positive way (husband and wife jointly discussing this)?
14. Article on GLD training in Blue Gold Barta? And/or as a success story on BG website? (in coordination with Blue Gold communication expert).

Annex 2: Example of a Gender Action Plan as prepared during the pilot GLD training in May 2016

Gender Action Plan (one year)

Charkhali Masalia WMG (Polder 30)

Union: 3 no. Gongarampur; Thana: Boliaghata; Dist.: Khulna

Date: 16/5/2016

Activity	Implementation level	Who will implement the activity?	How will the activity be implemented?	When will it be implemented?	Who will assist?
Remove gender discrimination between boys and girls children within families	Family	All group members	Quarterly meeting and special meeting	Bi-monthly	President of WMG, Gender focal person, CO and Polder Coordinator
Give priorities to women to become involved in WMG decision making	WMG	All members of the Executive Committee	Inspiration, coordination and discussion	Monthly meeting	Gender, focal person CO& Polder coordinator
Protect girls from early marriage	Society	All members of the Executive Committee	Special meeting with general members of the WMG, Youth Groups (boys and girls), women groups	Quarterly meeting	UNO, UP and WMG Committee

Prepared by:

Approved by: