



Government of
the Netherlands

Blue Gold Program

Training Report on Gender & Leadership Development (GLD)



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Bagethat

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Acknowledgement

KNKS has awarded to work for Blue Gold of its Gender and Leadership Development Programme (GLDP) to implement Training Course on "Gender and Leadership Management" to the all members of executive body & some of Water Management Organizations (WMO) in the cluster of Khulna & Patuakhali. It is three days training courses for each batch participating the male and female members from the WMG and Union Parishad. It has been started from the April 2017 and ended April 2017 in Khulna, Satkhira and Patuakhali. To sensitize as well as develop the aptitude of WMG in connection with gender equity & Women leadership, this training is very important for each WMG. Undoubtedly it is a challenging task for KNKS as the external Organization to conceptualize the whole issues of gender and women leadership for Water Management Groups. Due to high commitment of the KNKS External Training Team KNKS (ETT) members and excellent cooperation and assistance from the participating Blue Gold officials the task is continuing efficiently. We are acknowledging their assistance & cooperation and extend our sincere thanks to all Blue Gold officials.

Sincere thanks to Mr. Guy Jones, Team Leader, Blue Gold Program, who gave us the opportunity to work with Blue Gold. Thanks to Mr. Abul Kashem, Training Expert and Rokhsana Begum, Gender Coordinator & Training Coordinators of Blue Gold Program for their support, suggestion, strengthens the quality training facilitation & cordial cooperation in the training course.

Mr. Gopinath Saha
Training Coordinator
KNKS - Bagerhat

1. Background

In the Blue Gold area there are strong and negative cultural and religious norms that do not allow men and women to interact and speak easily to each other. As a result, women do not get scope to develop moral courage to take part in the decision making process in the family, Water Management Organization as well as in society. To bring the women members in the development mainstream, their participation in water management activities, the creation of congenial environment where they effectively participate in decision making process, the development and practice of leadership roles in the family, the WMO and in society are the preconditions

The Blue Gold objective is to strengthen the water management organizations (WMOs) to manage their water resources and to make these resources more useful in an effective way. The gender and leadership development programme can build up sufficient knowledge and understanding about gender issues, tackle any resistance within the organization towards gender issues, identify the potentiality among the men and women and inspire them to develop their (men & women) leadership skills in a more gender sensitive manner. Considering the above, the training program of Gender & Women Leadership has designed as well as implementing.

2. Objectives of the Training

The overall objective of the Gender and Leadership Development training (GLD) is to develop sufficient knowledge and understanding on gender issues, tackle any resistance within the organization towards gender issues, identify the potentiality among the men and women and inspire them to develop their (men & women) leadership skills. Specifically, the training will address the following objectives:

- 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.

2. Participants of the training

The participants of the training were mainly the 12 members of the Executive Committee (EC) and 3 female members from the general membership who were actively participating in WMG meetings, members of the Sub-Committees and shown leadership potentiality, 2 members from the Union Parishad (UP). A total of 17 participants from each WMG and 34 members is planned for each batch training.

KNKS training team successfully completed 3 days Gender and Leadership training in polder-2, 22, 30, 29 in Khulna and 43/2A, 2E, 2F & 1A in Patukhali. This training was started from 10/05/16 and ended in April 2017. There are 1770 participants in number divided into 61 batches participated from 122 WMGs.

Each training batch contained 36 participants comprising male and female, 12 WMG Executive Members, 1/2 UP representatives and 3 Potential female Leaders from each WMG.

The training course on “Gender and Leadership Development” was designed following the Experiential Learning Cycle and Group Dynamics exercises and participants centered training methods were applied in conducting training sessions.

3. Training Methodologies

Considering the content and the level of the participants understanding various training methods were used in conducting the training to make it participatory and interesting. These methods are mentioned as follows:

- Group Dynamic s Exercise
- Group Discussion
- Role-playing
- Brainstorming
- Visualization in Participatory Planning (VIPP)
- Games
- Picture drawing
- Colloquy
- Debate
- Demonstration
- Hum group
- Q&A
- Lecture discussion

5. Training Duration

The duration of the training is 3 days with 11th sessions. In each day training was started at sharp 09.00 AM and ended at 05.00 PM. In some cases the day session was started by 09:30 am where participants manage it positively as they own this training course.

6. Training Modules/Sessions

This training curriculum comprised of 11 modules/sessions along with day sum-up & review and each session designed for 45 minutes to 1:30 hours. In each training session have numbers of sub-contents considering the needs are as follows:

Session	Major Content	Sub – Content	Method of Delivery
Day -1			
1	Introduction of GLD Training Course	<ul style="list-style-type: none"> • Introduction of participants • Background of training • Expectations • Objectives and detailed agenda • Administrative physical facilities • Pre-test • Ground rules of participatory training 	<ul style="list-style-type: none"> • Participatory Game • Question & Answer • Large Group Discussion • Written Test • Game
Tea Break			
2	The importance of women's participation in WMG and WMOs.	<ul style="list-style-type: none"> • Importance of women participation in WMG and WMO • Identify the roles of women in Water Management • Identify the challenges, and Constrains to participate in the WMG and WMOs 	<ul style="list-style-type: none"> • Question & Answer • Storytelling • Large Group Discussion
Lunch Break			
3	Concept of Gender and Sex.	<ul style="list-style-type: none"> • What is Gender and Sex (Dafenitation) • Difference between gender and Sex • Gender Role - Reproductive, Productive, Community Work and Responsibility. • Discussion on household chores sharing to reduce the work load of women 	<ul style="list-style-type: none"> • Open discussion • Plenary Discussion • Game • Picture Game
Day 2			
4	Position of Women	<ul style="list-style-type: none"> • Concept of socialization process • How socialization process create difference between men and women • Identify way to minimize the difference through socialization process • Identify the position men and women in the society • Importance to change women position in society. 	<ul style="list-style-type: none"> • Story Telling • Brain Storming • Experience Sharing • VIPP • Large Group Discussion
Tea break			

Session	Major Content	Sub – Content	Method of Delivery
5	Food and Nutrition is important for women development	<ul style="list-style-type: none"> • What is food and nutrition? • What type of food important for health? Reason for malnutrition. • Diseases for lack of nutrition • How to protect food nutrition. 	<ul style="list-style-type: none"> • Small Group Work • Brain Storming • Picture showing
6	Importance of women in agriculture.	<ul style="list-style-type: none"> • Women role in agriculture. • Importance of women role in agriculture. • Recognize women role in agriculture 	<ul style="list-style-type: none"> • Large group discussion • Brainstorming • SGD • Brainstorming
Lunch Break			
7	Overview on Different act and GOV. rules and regulations	<ul style="list-style-type: none"> • Basic information and concept of Dowry, Early Marriage, Harassment and Marriage registration • Bad effect of Dowry, Early Marriage, and Harassment • How to protect of Dowry, Early Marriage, and Harassment • National Helpline Number 10921, • GOV. rules regulations and LAW about women rights. 	<ul style="list-style-type: none"> • Drama , • Large Group Discussion
Day 3			
8	Women Leadership Development	<ul style="list-style-type: none"> • Concept of leader and leadership • Type of leader • Define the barriers/challenges faced by women leaders • How to overcome the challenges as a women leader 	<ul style="list-style-type: none"> • Debate • Question & Answer • Large Group Discussion
Tea Break			
9	Linkage and Network Development	<ul style="list-style-type: none"> • Importance of Networking and Linkages • Identify the GO/NGO (supportive organization) working in the particular polder/area. • Roles of leader to create establish and maintain the linkages. 	<ul style="list-style-type: none"> • Large Group Discussion • Question & Answer • Large Group Discussion
Lunch break			
10	Gender Action Plan (GAP) and Plan for Re-echoing of Training	<ul style="list-style-type: none"> • Importance of Action Plan • Select Gender Focal person for each WMG • Prepare a draft plan for one year • Presentation and discussion of plan 	<ul style="list-style-type: none"> • Large Group discussion • Group Work • Large Group Discussion
11	Review the training sessions and conclusion of training course	<ul style="list-style-type: none"> • Review three days training contents • Hand over gender action plan • Post test • Course evaluation & conclusion 	<ul style="list-style-type: none"> • Participatory Game • Written Test • Lecture

Session	Major Content	Sub – Content	Method of Delivery
			Discussion

8. Facilitator & Resource Persons

The training course was organized and facilitated by the KNKS Training Team members. The Extension Overseers from BWDB conducted the introductory session and attended the 3rd day session in Gender Action Plan preparation. The Zonal Socio Economists, Training Coordinators, Community Organizers were assisted in clarifying project related issues attending in the training sessions in different time what make the training more effective and interesting. The Training Coordinator from Blue Gold was observed and monitored training sessions and shared their findings and observations time to time.

In each day there were 3 trainers who make the training interesting, interactive and effective. The Training team comprising 3 experience trainers and gender balance team. Out of 3 trainers at least one trainer has the singing and musical instrument (Harmonium) playing skills what makes the training attractive and live to the participants.

Following training members were conducted GLD training course in Khulna, Satkhira & Patuakhali in different date:

1. Gopinath Saha
2. Rehana Parvin Baby
3. Dipak Roy Choudory
4. Shahidul Islam
5. Mubarak Hossain
6. Sultana Parvin
7. Azom Ali
8. Sujoy Kumar Das

9. Total Achievements

The WMO is the key community organization for water management and maintenance of BWDB's infrastructures. It is based upon existing (often informal) water management arrangements at the level of the villages or social units. This course targeted for 122 WMG under 4 Polders (Polder-2, 22, 30 in Khulna & Satkhira district and Polder 43/2A, 2F, 2E & 1A under Patuakhali district) and Union Parishad representative also in the same area. This training report is prepared for Polder – 2, 22, 30, 29 Polder in Khulna and 43/2A, 2E, 2F and 43/1A in Patuakhali where 122 WMGs male and female executive committee members Union Parishad representatives who have participated in 61 batch training course. The detailed participants are appended in the below table:

SL #	Name of Polder	# of Batch	# of WMG	Participants		Total Remarks
				Male	Female	
Khulna						
1	Polder-22	6	12	97	87	184
2	Polder-29	17	34	266	245	511
3	Polder-30	1	2	16	15	31
Satkhira						
4	Polder-2	1	2	15	16	31
Patuakhali						
5	43/2A	10	20	136	126	262
6	43/2F	13	26	197	177	374
7	43/2E	6	12	100	88	188
8	43/1A	7	14	95	94	189
Total		61	122	922	848	1770

10. Training Delivery Process & Key Achievements

Session 1: Inauguration & Introduction

The training course usually started at 9.00 AM in each day and each training course was inaugurated by the Chairman of the WMG/Union Parishad. Through interesting games, participants introduced each other and broken their shyness and to create friendly environment. In the first session, training objectives, contents presented to the participants, clarified ground rules, norms for participatory training environment. Following training norms were set by the participants to ensure participatory training environment:



- Each participants should participate in the discussion actively
- Attend the session timely
- Do not to talk side by side
- Do not go outside at a time
- Respect each others opinion
- Be attentive in the session
- Ask question for better understanding
- Keep mobile stop and/ or keep ring tone in silence mood
- Participate actively in group work
- Never discuss any political issues
- Bear mentality to learn from everybody

At the end of the session pre-test was conducted with a simple format where participants given tick (✓) mark from the multiple choice questions. The facilitators were assisted the

illiterate participants to fill up that format. A table of pre-test and post test result are appended with this report **attachment-01 (Khulna) and attachment-02 (Patuakhali)**.

Session 2: Women Participation in Water Management Group (WMG)/ Project

In this session, the facilitator made discussion on importance of women Participation, barriers of women to participate in water management and its solution and types of women participation through using the key methods of Hum Group Discussion, Small Group Discussion and Story Telling. All the participants actively involved in the discussion sessions and given their valuable opinions. With a little bit addition from the facilitator's end, outputs are compiled and presented are as below:

Importance of women participation in WMG

- Create opportunity of the women to make contribution in local development side besides of the Men
- Women can improve the work quality and quality if the recognised
- Through women participation, consider the advantage & disadvantage of the women in project implementation and decision making process
- Increasing skills of women through participation in different training
- Increasing project efficiency by the women participation
- It is easy to dynamic & sustainable of development activities by the women participation side by side of the men



Barriers of Women Participation in Development activities

- Lack of education
- Religious constrains
- Poverty
- Pregnancy
- Lack of mobility
- Social discrimination
- Lake of Safety in work place
- Lack of participation in decision making process

Solutions

- Ensure proper education
- Social awareness rising
- Ensure safety in all environments
- Arrange training /workshop

- Ensure involvement in decision making process
- Involvement in IGA
- Ensure enrollment in different development committee

Types of women participations

- Inactive
- By given information
- By given advice
- By given resource
- By gain Practical experience
- Joint participation
- Active participation

Session 3: Gender Role & Concept

In this session, facilitator tried to make better understanding on Gender role and concept through using interactive methods i.e. interesting game, Brainstorming, Small Group Discussion and picture drawing for different sub-topics. Participant's were enjoyed and actively participated in the discussion.



Firstly, the participant's tried to identify the difference between men and women through drawing picture as well make conclusion on difference between gender & sex as per following manner:

Gender perspectives

Men	Women
<ul style="list-style-type: none"> • Wear Shirt, Pant, Lungi, Trouser • Physically strength, head of the family and make all decision • Earning person & self- dependence • Short hair • Free mobility 	<ul style="list-style-type: none"> • Wear Sharee, Salowear-Cumis • Physically weak • Implement the decision • Long hair , no mobility as well as security • Dependable as well as burden • Brought-up kids, service to old age person

After necessary analysis all the participants are agreed on the above points that are determined by the society which are changeable and this is called “Gender”.

Sex perspective

- Females can breastfeeding their babies, but males cannot
- Males have deeper voices than females
- Females can get pregnant, males cannot
- Males have testicles and females have ovaries

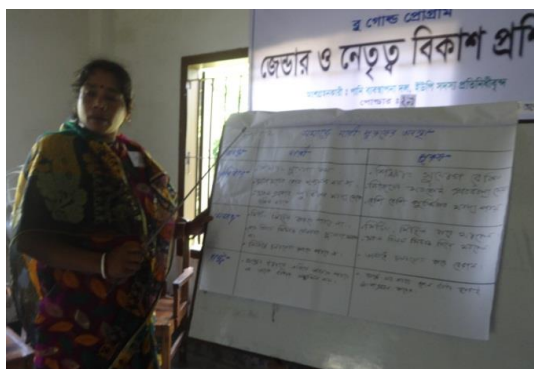
After the necessary analysis all are agreed that all of above are God created which is unchangeable this is called sex.

In second step, the participants identify the gender role in following manner

1. **Reproductive role** like born & brought up the kids, domestic work including cooking i.e which has no monetary value
2. **Productive role** like labor work, service/job, business i.e which has monetary value
3. **Social role** like Infrastructure repair/ maintenance, institution establish, participate in social gathering, Conduct arbitration i.e which is done for welfare of the society

Session-4: Condition & Position of Men & Women in the Society

Based on the participant’s knowledge and experiences, facilitator conducted the session by using participatory method - Storytelling and analyzing experiences, Q&A and Change the opinion (Game). Through interactive discussion the facilitator helped participants to understand on the position & condition of men & women in the society, socialization & sexuality, things to be done to eliminate difference created through socialization process etc.



Through the different enjoyable methods participants were identified the following issues:

Difference of men & women in Socialization process

Boy (Man)	Girl (Women)
Encourage to go school	Most of the case discourage to go school
Free mobility	Restricted mobility
Better food	Simple/inferior food
Good dress	Simple/ worse dressed
Compare as genital illuminating agent	Most of the case compare as hazardous

Difference of men & women in Sexuality procedure

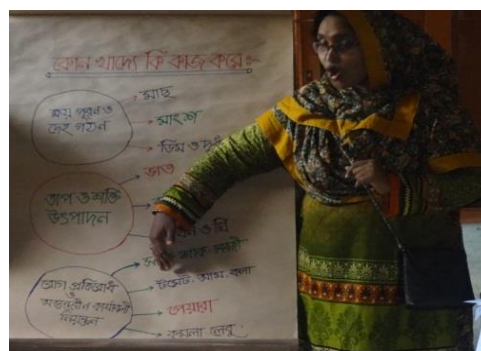
Boy (Man)	Girl (Women)
Noble sound of AZAN / Ulludhani	Do not
Gorgeous reception with sweets distribution	Mental depression
Honor of mother	To some extent divorce / separation
Given first priority in all respect	Not at all
Have Doctor for health service	Local physician / Kabiraj

Condition & Position of women

	Women	Man
Condition	Take domestic responsibility	Don't take
	Born & Brought-up kids	Nominal role
	Less income opportunity	Mostly source of income
	Less opportunity to enjoy social rights	Most opportunity to enjoy social right
	Less opportunity to take part in social activities	Enjoy easily voting right and take part in Govt. activities
Position	No rights and /or control over resources	All resources control by them
	No decision making process	All decision taken by them
	Victim of discrimination	Enjoy independency, power & honor

Session 5: Food and Nutrition in Women Development

By using the picture through big poster, facilitator were clarified the importance of food and nutrition, different types of foods and their importance in health construction and development. The discussion was highlighted the different points viewed on the Food and Nutrition in women development. Following are the summerised relts of the discussion:



Foods

What we take for living is called food. There are different types of creature and their food habit also different. Food means that organic element which need for development of health, loss filling and produce energy of the creatures.

Types of food

There are three types of food required for human growth considering the body structure:

1. Loss-filling, growing and health development
2. Produce temperature & energy in the body
3. Disease prevention and internal control

What foods what does?

1. Fish, meat, egg and milk – loss-filling & body growth
2. Rice, bread, Potato, butter – produce temperature and energy
3. Green vegetables, Mango, Banana, Guava, orange and other fruits - Disease prevention and internal control

Reason of malnutrition

1. No clear concept on Food & Nutrition
2. No enough nutritious food
3. No take balance food and timely
4. No take iodize salt
5. Attack by chronic disease

Things to be done to maintaining food quality & nutrition

- Cooking of fresh vegetable
- slash vegetable after wash
- Slash vegetable little big in size
- Serve the food during warm in condition
- No remove the water during boiling of vegetable
- Slice vegetable no keep in open air or under Water
- Take the fruit just after slice
- Foods always be covered so that no insects and dust can enter
- Food serve with clean dishes
- Regular and limited food be take
- Have balance foods

Session 6: Importance of women participation in Agricultural activities

Participants are welcomed the session and initiated the session with the bridging of the last session. To deliver the whole session the facilitator used the method of large group discussion and qullogue etc. The participants are involved in the discussion and identified the following results of men & women involvement in different agricultural activities:

Involvement of men & women in the Agricultural Activities

Sl#	Activities	Women	Man
01	Category selection		√
02	Seed's bed prepare		√
03	Turn up land with Plough		√
04	Sapling		√
05	Given Fertilizer		√
06	Observation		√
07	Prepare compost	√	
08	Harvesting		√
09	Transportation		√
10	Drying	√	
11	Preservation	√	
12	Marketing		√

Session 7: Government law and procedure in women rights conservation

At the beginning of the session an interesting role play was demonstrated. After that role play the participants analysed and highlighted the disadvantages of early marriage and its effects, importance to know the govt. rule and regulations to protect of early marriage, dowry, torturing etc. This session was very enjoyable which was played using local language and style and costumes etc. Following were key learning from this session

Effects of early marriage:

- Increase maternal & child death due to early pregnancy and risk during delivery
- Most of the cases stop the education
- No entrance in the economical profession
- Child bride is tortured by her husband or his family as she unable to carry out responsibility like mature women.
- Over workload as well as due to pregnancy, health sick is resulting of internal health injure
- Weak and handicap delivery resulting of weak and unskilled human resource of a country
- Increasing of divorce / separation
- Increasing of suicide / unexpected death



Steps to be undertaken stopping early marriage:

- Legal steps
- Motivation programe
- Social movement
- Ensure implementation of birth registration law
- Increasing awareness among local government, social leader, N/ GO representatives
- Increase awareness rising among adolescent girl against early marriage
- Create employment opportunity for girl
- Ensure social safety for girl

Bad effects of early marriage:

- Inhuman torturing
- Mental & health sick
- Increase rate of maternal & Child death
- Increase rate of polygamy
- Increase poverty
- Increase case of suicide and unwanted death

Things to be done to protect dowry:

- Implementation of law against dowry
- Establish gender equity in the family
- Pay acknowledgement of domestic works and create IGA opportunity for women
- Awareness activity against dowry
- Create Social movement against dowry

Session 8: Skills of leader & Leadership, Role of women leadership

At the beginning of the session, facilitator invited selected participants for demonstrating role play on bad leadership role. After ending the role play facilitatore analyzed the role play involving the participants. Through this process particioants were identified the importance good leader, type of



leadership, requirements of women leadership roles in the family, WMG and in the society and barriers of women leadership. The followings are the outcomes of the session:

Obligation for the leader

- Proper utilization of power
- Breakout influence among follower
- Capability of decision making
- Skills of conflict resolution
- To keep the group dynamism
- Risk taking
- To direct the group in right truck
- Own the Others' problems
- Bias free
- Responsible
- Make decision in participatory manner

Required skills of a good leader

- Maintain group dynamism and drive the group in same objective
- Influencing power
- Risk taking
- Can take right decision
- Can resolve internal conflict
- Able to make the changes involving the members

Barriers of women leadership

Participantse wre divided in small groups and identified the barriers in family and society leve are as follows:

Family level

- Family pressure
- Workload
- Poverty
- Fear from criticism
- Lake of education
- Lake of security
- Lake of willingness
- Family status
- Unskilled
- Lake of inspiration
- Lake importance
- Lack of solvency

Society level

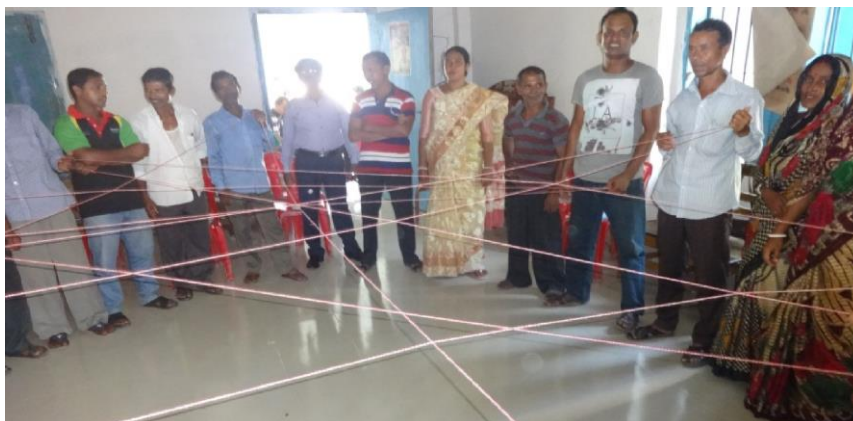
- Criticism
- Discrimination
- Lack of support in work place
- Negative attitude
- Insubordination

Ways of overcome these barriers

- Ensure education
- Support from the family / society
- Motivation / Awareness rising
- Ensure Inclusion in different development committee
- Involve decision making process
- Involve in IGA activities
- Arrange training / workshop
- Family inspiration
- Increase involvement in social gathering
- Self interest

Session 9: Information & network in women development

Participants were involved in a game where they have used threatball. Throughing threatball one to another they have formed a net and each of the participants hold one corners of the net. If any one of them looses threat the net is bending



or becoming sag. Through this participants learnt each of them have active roles in keeping the networking with different organization, persons and service proving organization. Followings are the major outputs of the session:

Needs to be done to build network

- Regular communication among Organization and its members as well as continuing open conversation along with exchange information
- Participate in different meeting, workshop, discussion session of network or organizations as well as exchange / sharing of concept, problem openly.

- Women & child related different day observation, active participation in rally, discussion as well as motivate to associate organization for their cordial participation.
- There should some specific goal & objectives same as others organization
- Honor the others opinions

Advantage of network building

- Create any specific social movement
- Get support in different forum to solve problems.
- Get support from local elite, administration, social activist as a pressure group to implement development activities.
- Easy advocacy and lobbying to protect / protest illegality as well as establish legal justice.
- Cover a wide range area

Basic condition of Network building

- Clear idea on Goal & Objectives
- Commitment to long time work together
- Keep honor and trust among network member organization
- Exchange views & information among each other
- Interpersonal relationship
- Joint decision and responsibilities
- Transparency and accountability
- Appreciate works of sister organization

Session 10: Prepare Gender Action Plan (GAD)

This is very important session in this training course. The participants were reviewed the whole training course and highlighted the major learning's and divided the participants into WMG wise and prepared Gender Action Plan (GAP) on how they will apply the learning's of training course for better gender equity & promote women leadership in WMG. The Trainers Team provided a format, Poster Papers, Markers and reminded them to prepare the GAD plans reviewing the following areas:

কোনো বিষয়	কেন করবে	কিভাবে করবে	কখন করবে	কিছু সাফল্য নির্দেশক
সংগঠন গঠন করা	সংগঠন গঠন করা	সংগঠন গঠন করা	সংগঠন গঠন করা	সংগঠন গঠন করা
সংগঠন গঠন করা	সংগঠন গঠন করা	সংগঠন গঠন করা	সংগঠন গঠন করা	সংগঠন গঠন করা
সংগঠন গঠন করা	সংগঠন গঠন করা	সংগঠন গঠন করা	সংগঠন গঠন করা	সংগঠন গঠন করা

1. Family perspective
2. Water Management Group
3. Social activities etc.

In presence of Community Development Facilitator (CDF) the WMG prepared their action plan and presented in the plenary. The WMGs were suggested to finalize this plan through discussion with all the general members with resolutions and distribute the copies of action plan to the CDF and others for necessary information. The Gender Action plans (GAP) of 122 WMGs are appended with this report **attachment-03 (Khulna) and attachment-04 (Patuakhali)**.

Session 11: Course evaluation, training review and closing

Review of Training Course

This is very important session in this training course. This session has been conducted colloquiam method. Before that each of the reviewed the last days training sessions and identified major learning's. Then facilitator divided the participants into two groups and ask question to opponent group. Through this competition participants interaction each other group, created a competitive environment and learn from this process. Through this weay the whole course was reviewed by the participants. The participants were enjoyed and gained confidence on their learning.

Post Test

It was little difficult to conduct Post Evaluation for such level of participants as some of the participant were illiterate and some participants can sign only. Considering all these a simple tool is designed (Multiple Choice Questionnaire) what helped the trainees to fill up the questionnaire easily and quickly. Training team members helped the illiterate trainees to fill up the questionnaire. To assess the participant's knowledge, skills and attitude before and after the training this process will help training team that how moch participants gained from this training course. These results will also help the **Blue Gold Program** to assess the performance level of the participants in the next as back home application.

The specific objectives of pre-post evaluation are:

- Identify the knowledge, skills and understanding level improved from the training;
- Participants will be in pressure so that they will review handouts/materials provided in the training;
- The trainers will understand the effectiveness of the training specially the methods, techniques and process.
- Participants also evaluate themselves what they learn from this training by giving post-test.

In the 1st day in 1st session the pre-test was conducted. At the end of the training course the post-test was conducted. Based on the pre-post test result participants were categorized as per separate

Course Evaluation

At the end of 3 days training course, each batch participants assessed training contents, methodologies used, presentation skills of facilitators, training materials and training facilities and equipments. Through the simple “MOOD METER” this training course was evaluated by the participants. A sample of evaluation tool is appended with this report as annexure-3. A poster of that tool is usually hanged to the other room or where participants feel free to tick on the appropriate places independently and confidentially. After that the trainers collected that evaluation result/Mood Meter.



According to their assessment 91% participants commented "Good", 9 % participants commented “fair” on the mentioned areas. Through discussion the trainers collected the reaction of the participants and took necessary measures for improvement training program for the next course. Please see the quick assessment through mood meter - **attachment- 05 (Khulna) and attachment-06 (Patuakhali).**

Closing of the Training Course

Happy ending of the scheduled discussion the facilitator invited all the participants of each batches in closing ceremony of the training course. Firstly the facilitator invited the participants to express their feelings on the training program. The feelings were as follows:

- Participants given thanks to Blue Gold for arranging such training for WMG members
- It is a in time initiatives from Blue Gold to arrange such training
- This training help them to take take decision more effectively
- This training will help them to identify their lacking dicision making process
- This training will help them to implement GAP more effectively
- This training makes them committed to ensure education for our kids specially girls.

In ending remarks of WMG/ WMA Chairman highlighted their past history to make such position in their family, society and in the country that inspires participants more.

In speech of expressed their happiness with the learning and commitment of the participants. They invited the participants to keep them in touch with Office of the Upazila Woman Affairs Office and also invited them to lead the society as a human being.

13. Overall Challenges

The whole process of training was participatory, experiential, interactive and selected methods were roleplaying, drama, debate, games, interactive discussion, simulation etc where time management was very difficult. In many days the training team stayed in the field/works in late hour to prepare the player from the participants for role playing, drama and other games.

Considering the time, the contents were too many. Some of the issues were little difficult to make the participants easy understandable to them considering their level of understanding, educational level, age and culture. The training team used the experience of other participants, uses local experiences and took little long time to ensure their understanding level.

14. Observations and Recommendations

- The opinion of the participants on this course that it will help them a lot to make decision more perfectly to start, manage and lead their organizations/ business more effectively.
- Training frequency should be short.
- Participants have demonstrated their high commitment to put into practice what they have learnt from the course.
- Continuous follow up is necessary by the concerned authorities.
- The participants' selection may be more appropriate.
- All participants want to get handout of this training

== END ==

Attachments