



উন্নয়নে পানি ব্যবস্থাপনা



Blue Gold Program

Training Report on

TRAINING ON WATER MANAGEMENT ORGANIZATIONS FOR IMPROVED WATER MANAGEMENT



April 7-16, 2014
BARD, Kotbari, Comilla

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Background

Since 2000, the Bangladesh and Netherlands Government are working closely together in the coastal zone of Bangladesh to create an environment conducive for sustainable economic growth with close involvement of the local communities. The Blue Gold Program has been designed taking into account the lessons learnt over the past ten years, the new insights in how to deal with the challenges created by the very dynamic rivers of Bangladesh and the new communication technologies.

Blue Gold became operational in April 2013 and extends over a 6 years period. Its operations concentrate on the polders of three districts: Patuakhali, Khulna and Satkhira. The Program covers 160,000 ha (gross) where an estimated 150,000 household will have direct benefits from the Program.

The overall objective of the Blue Gold Program is:

“To reduce poverty for 150,000 households living on 160,000 ha of selected coastal polders by creating a healthy living environment and a sustainable socio-economic development”.

The specific objectives of Blue Gold are:

- I. *To protect the communities and their land located in polders against floods from river and sea (climate change adaptation) and to optimize the use of water resources for their productive sectors.*
- II. *To organise the communities in cooperatives which will have to become the driving force for the natural resources based development (agriculture, fisheries and livestock), whereby environment, gender and good governance are effectively addressed.*
- III. *To increase the household income derived from the productive sectors.*
- IV. *To strengthen the institutional framework in support of the product or value chain development.*

The Blue Gold Training Program capitalizes on the experiences from previous Projects implemented by the Bangladesh Water Development Board (BWDB) on coastal zone development and by the Department of Agricultural Extension (DAE) on agricultural development using the Farmer Field Schools (FFS). Other Government institutions such as the Department of Cooperative (DoC), the Department of Fisheries (DoF) and Department of Livestock (DLS), Non-Government Organizations (NGOs) and the private sector will be involved in conducting training to the Water Management Organizations (WMOs) at the Polder level. The essence of the Blue Gold Program is to first establish and empower community organizations to sustainably manage their water resources and based on the priorities identified by these community organizations deliver the services in the area of (livestock and fisheries development) for which they have expressed a demand.

The overall objective of training is to develop the capacity of the staff from the government institutions, non-government organizations and private sector organizations involved in the Blue Gold Program, as well as the Polder level water management organizations (WMOs) in order for them to participate effectively in program implementation and to carry-out their tasks efficiently.

Rationale

The purpose of the training is to assist Community Organizers and Zonal Socio-economist for their capacity building in order to efficiently carry-out their defined roles and responsibilities specified in

the contract/roles and responsibility in the community level. Particularly, this training will develop participant's knowledge and understanding on community organizations.

Over all objectives of the Course

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

1. Discuss clearly the goals and objectives of the Blue Gold Program and its components;
2. Define what Community Organization is, its concepts and principles and discuss the process involved in Community Organizing;
3. Apply the basic concepts, principles and process of Community Organizing in Blue Gold WMO formation, strengthening and sustenance process;
4. Mainstream gender and DRR concerns and issues in community organization and mobilization activities;
5. Gain insights on Cooperative Development: Accounts keeping and record keeping, and economic activities/IGAs;
6. Pinpoint roles and qualities of a community organizer; and
7. Formulate a quarterly work plan

Participants:

Community Organizers (COs) - 23

Venue: BARD, Comilla

Training Methodologies and Process

The training course was conducted by using a set of participatory methods, which are widely accepted and tested by the different organization in country and outside country. The whole training approach was found participatory where the participants were involved in different steps of training implementation i.e. from Training Needs Assessment, Designing, and Facilitation and Evaluation process.

However following participatory methods were applied as per purpose of the training. The participants were played a positive role in order to make the course useful for their working field. The training methods were:

- Large Group Discussion
- Small Group Discussion
- Open Discussion
- Colloquium
- Field Visit
- Role Playing
- Group Dynamics
- Question & Answer
- Brainstorming
- Visualization in Participatory Program (VIPP)
- Games
- Lecture Discussion.

Duration of Training Course

The course was designed for full of 6 days from April 7-16 2014. Everyday the training session was started at 9.00 AM and ended at 5.00 PM. The venue was at BARD Comilla with residential facilities.

Participants

A total of 23 participants were attended in this training course. The academic qualification of the participants were mostly graduate and some of them were completed Masters Course. Most of the Community Organizers have 3-10 years of practical experience in the similar field in Community Organizations. However the lists of participants are enclosed in **(Attachment-1)**.

Training Modules/contents

Considering achieving the training objectives the curriculum is comprised 14 modules. The detailed list of training modules/contents and sub contents (training agenda) along with selected methods for each sessions are attached with this report **(Attachment-2)**.

Pre-Test Result

SL No	# Participants	Obtained Marks	Remarks
01	18	01-20	
02	05	21-40	
03	00	41-60	
04	00	61-80	
05	00	80-100	

The lowest marks were 05 and highest marks were 31 in the pre test. The average mark is 18.27 out of 100 marks.

Post-test:

Same questionnaire was provided for the post test. Total of 30 participants were attended in post test also.

SL No	# Participants	Obtained Marks	Remarks
01	00	01-20	
02	04	21-40	
03	15	41-60	
04	04	61-80	
05	00	80-100	

The lowest scoring was 33 and the highest scoring was 70 where only 4 participants scored 21 to 40 and only one scored 70 marks. The average mark was calculated 49.7 for 30 out of 100 marks. From the above result of pre and post test, it is understood that there were some weaknesses in designing and implementing training course for the Community Organizers. The Training Team analyzed the training course, duration, methodology, materials, trainers facilitation skills, and others observations where found some improvement area for the future training course. The Zonal Socio Economists

were suggested to take special care about the weak participants. The concerned supervisors also suggested following the application of the learning in order to sustain their understanding and to improve skills.

Training performance evaluation questionnaire was developed to assess the participant's performance level during back home application. The supervisor/training manager needs to assess the performance level and provide necessary feedback; coaching mentoring to the concerned participants in order to develop their performance level.

9. Course Evaluation

Through the Training Evaluation Tool, participants assessed different areas of the training course. They gave their rating for each item and put their recommendations on how to further improve the training courses in future. Through this tool participants evaluated the following areas of the training course:

1. Content of Training course
2. Methods are applied
3. Performance of the facilitators
4. Amount of theoretical session
5. Recommended topics with justifications
6. Overall observations and recommendations

In most of the areas were rated like not relevant, relevant, very relevant, poor good, very good or excellent etc by the participants. However, following are some recommendations provided by the participants:

- Participants were appreciated the designer and facilitators for such an effective training course. They also recommended implementing the similar training course for other staff GLD staff involved in the facilitation in different training programme.
- Some of the participants recommended increasing the duration of the training course. If they find longer time that will help them to more exercise and interaction.
- It is recommended by the participants that there must be refresher training after a certain time which helps them to review their understanding and find the right way to overcome the difficulties. It is realized that this course will be benefitted for them to effective delivery of the training activity.
- The participants were recommended to provide note book and pen to record some important information's during the training course.
- The accommodation and facilities are not found satisfactory. If the hotel management can not improve the facilities and support service in that case CARE management can find better facilities from other province in future.

10. Overall Observations and Recommendations

Each of the course module were selected based on the must learn for the participants. Out of 5 days training course following were the major accomplishment:

- sensitized the participants about their roles and functions as a facilitator in adult learning situation;
- review, understand, demonstrated different learner centered training methods and its proper application in order to get optimum results from the training programs;
- formulated training objectives and how to prepare a training session plan considering the objectives; and
- how to make a presentation effective and winner.

Based on participant's performance through demonstration, comments with different peers and colleagues, post test result and the course evaluation report it is clearly understood that the target of the training were achieved successfully. Some of the group outcomes, lesson plan prepared by the participants and photos are attached with this report.

Nonetheless, training is one going process and continuous follow up is very important to develop the performance level of the participants. Regular performance evaluation will help them to identify their weak and strong areas so that they can take necessary preparation for further improvement. It is also recommended that after 5/6 months 2-3 days refresher training (based on the identified needs) will help them to refresh their understanding and confidence level in order to application of inductive type participatory training approaches.

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Blue Gold Program

TRAINING ON
WATER MANAGEMENT ORGANIZATIONS FOR COMMUNITY ORGANIZERS

April 7-16, 2014

List of Participants

No.	Name	Gender
1	Ms. Suravi Sen	Female
2	Ms. Lipy Akter	Female
3	Ms. Seuly Akter	Female
4	Ms. Runa Nandi	Female
5	Ms. Mousumee Mondal	Female
6	Ms. Mariam Khan	Female
7	Ms. Aklima Akter	Female
8	Ms. Sabina Yasmin	Female
9	Ms. Reshma Khanom	Female
10.	Ms. Taslima Jahan Taz	Female
11	Ms. Morsheda Ahmed	Female
12	Mr. Md. Asaduzzaman Biswas	Male
13	Mr. Shovan Kumar Adhya	Male
14	Mr. Anowar Hossain Suzon	Male
15	Mr. Kaiser Khan	Male
16	Mr. Md. Musabur Rahman	Male
17	Mr. AKM Matiur Rahman Chowdhury	Male
18	Mr. Md. Safiqul Islam	Male
19	Mr. Nazib Uzzaman (Dipu)	Male
20	Mr. B.M. Alamgir Kabir	Male
21	Mr. Syed Atiqul Islam	Male
22	Mr. Md. Humayun Kabir (Ripon)	Male
23	Mr. Md. Uzzal Hossain	Male

Blue Gold Program

TRAINING ON

WATER MANAGEMENT ORGANIZATIONS FOR COMMUNITY ORGANIZERS

April 7-16, 2014

Training Schedule

Day-1: April 7, 2014

Time	Topic	Elements	Methodology	Resource Person
08.30-09.15	Registration and Pre-test	<ul style="list-style-type: none"> Registration and pretest 	Seatwork	Khairul
09.15-09.45	1. Course Introduction	<ul style="list-style-type: none"> Opening/Inauguration program Objectives of the workshop Schedule of activities 	Lecture Discussion,	PCD, TL, DTL, Vicki, Kashem
09.45-10.15	2. Introduction of Participants	<ul style="list-style-type: none"> Getting to know each other Participants' expectations Training Norms Unfreezing Exercise 	Group Dynamics Exercise	Kashem/ Khairul
10.15-10.30	Refreshment			
10.30-11.30	3. Overview of Blue Gold Program	<ul style="list-style-type: none"> Goals & Objectives Approach and Strategy Key Activities 	Plenary Discussion. PPP	Dirk and & Kashem
11.30-12.15	3.1 Overview of Blue Gold Component-2	<ul style="list-style-type: none"> Objectives Key Activities Implementation strategy Scope/space of coordination with C-1/ CO involvement 	Plenary Discussion, PPP, Q & A	Component- 2 Representative

12.15-13.00	3.2 Overview of Blue Gold Component-3	<ul style="list-style-type: none"> • Objectives • Key Activities • Implementation strategy • Scope/space of coordination with C-1/ CO involvement 	Plenary Discussion, PPP, Q & A	Component- 3 Representative
13.00-14.00	Lunch and Prayer Break			
14.00-14.45	3.3 Overview of Blue Gold Component-4	<ul style="list-style-type: none"> • Objectives • Key Activities • Implementation strategy • Scope/space of coordination with C-1/ CO involvement 	Plenary Discussion, PPP, Q & A	Component- 4 Representative
14.45-15.30	3.4 Overview of Gender and M&E activities in Blue Gold	<ul style="list-style-type: none"> • Objectives • Key Activities • Implementation strategy • Scope/space of coordination with C-1/ CO involvement 	Plenary Discussion, PPP, Q & A	Gender Expert, M&E Expert
15.30-16.00	Refreshment			
16.00-16.30	3.5 Overview of DRR and Training activities	<ul style="list-style-type: none"> • Objectives • Key Activities • Implementation strategy • Scope/space of coordination with C-1/ CO involvement 	Plenary Discussion, PPP, Q & A	DRR Expert, Training Expert
16.30-17.00	Day review and closing	Review key learning Assess learning level	Question & Answer	Training Coordinator

Day-2: April 8, 2014

Time	Topic	Elements	Methodology	Resource Person
09.00-09.30	Review of Day 1 Topics	Insights and lessons learned	GD Exercise	Khairul
09.30-10.15	4. Overview of Component- 1	<ul style="list-style-type: none"> • Goals and Objectives • Approach and Strategy • Key Activities 	Plenary Discussion and PPP	Alamgir/Vicki
10.15-10.45	1. Community Organization	<ul style="list-style-type: none"> • Definition of Community Organization • Understanding community people, learning attitude and behaviors • Required knowledge and skills of community development • Basic concepts and principles of community development process 	VIPP, Interactive Discussion, PPP Presentation	Vicki & Khairul
10.45-11.00	Refreshments			
11.00-12.00	Continuation of previous session			
12.00-13.00	2. Community Immersion, Social Investigation and Program Dissemination	<ul style="list-style-type: none"> • Definition and importance • Steps and process • Roles and responsibilities • Potential issues/constraints 	<ul style="list-style-type: none"> • Group Discussions • Plenary discussions with PPP • Role Playing 	John/Khairul
13.00-14.00	Lunch and Prayer Break			
14.00-15.30	3. Understanding the polder community	<ul style="list-style-type: none"> • Definition of polder • Characteristics of – Physical, Social and Administrative boundary 	Plenary discussion and PPP	Alamgir
15.30-15.45	Refreshments			
15.45-16.30	4. Identification of WMG, WMC, WMA boundaries and Mapping	<ul style="list-style-type: none"> • Definition and importance • Steps and process • People Involved 	<ul style="list-style-type: none"> • Group Discussions • Map 	Alamgir/Shorab

Time	Topic	Elements	Methodology	Resource Person
		<ul style="list-style-type: none"> • Roles and responsibilities • Timing and sequence • Potential issues/constraints 	demonstration <ul style="list-style-type: none"> • Photo Demo. 	
16.30-17.00	Day review and closing	Review key learning Assess learning level	Question & Answer	Khairul

Day-3: April 9, 2014

Time	Topic	Elements	Methodology	Resource Person
09.00-09.30	Review of Day 2 Topics	Insights and lessons learned	GD Exercise	Participants
09.30-10.15	5. Needs Assessment	<ul style="list-style-type: none"> • Importance • Steps and process • People Involved • Roles and responsibilities • Timing and sequence • Potential issues/ constraints 	<ul style="list-style-type: none"> • Interactive discussion • Group Discussions • Slides Presentation (photos) 	Showkat/Vicki
10.15-10.45	Refreshments			
10.45-12.00	Continuation of previous session			
12.00-13.00	6. Initial PDP formulation and Village Action Plan Formulation	<ul style="list-style-type: none"> • Steps and process • People Involved • Roles and responsibilities • Timing and sequence • Potential issues/constraints 	<ul style="list-style-type: none"> • Interactive discussion • Group Discussions • Slides / video Presentation (photos) 	Alamgir/John
13.00-14.00	Lunch and Prayer Break			
14.00-15.00	Continuation of previous session			
15.00-15.30	7. Leadership	<ul style="list-style-type: none"> • Concept and definition of leader and leadership • Types of Leaders • Qualities of Leaders • Role of leader • Considerable factors in selecting WMO leader 	<ul style="list-style-type: none"> • GD Exercise • Role play /Case Study • PPP 	Kashem/ Showkat Ara
15.30-16.00	Refreshment			
16.00-17.00	Continuation of previous session			
17.00-17.30	Day review and closing	<ul style="list-style-type: none"> • Review key learning • Assess learning level 	Question & Answer	Khairul

Day-4: April 10, 2014

Time	Topic	Elements	Methodology	Resource Person
09.00-09.30	Review of Day 3 Topics	Insights and lessons learned	GD Exercise	Participants
09.30-10.30	8. WMG and WMA Formation and Strengthening <ul style="list-style-type: none"> • Pre-Formation • Formation 	<ul style="list-style-type: none"> • Definition and importance • Steps and process • People Involved • Roles and responsibilities • Timing and sequence • Potential issues/ constraints 	<ul style="list-style-type: none"> • Interactive discussion • Group Discussions • PPP • Plenary discussions 	Shorab, Showkat Ara & Kashem
10.30-11.00	Refreshments			
11.00-13.00	9. Team Building	<ul style="list-style-type: none"> • Concept of team building • Necessity of team building • Process of team building • Keys of effective team • Roles of team member in developing team 	<ul style="list-style-type: none"> • Interactive discussions • Square Game & PPP 	Kashem/ Khairul
13.00-14.00	Lunch and Prayer Break			
14.00-15.30	10. Gender Concerns and Targets in Component 1	<ul style="list-style-type: none"> • Definition of Terms • Objectives of Gender in Gender Activities • Gender Targets 	<ul style="list-style-type: none"> • Interactive discussion • Small Group Discussion • Games 	Showkat Ara
15.30-15.45	Refreshments			
15.45-16.45	11. Communication Process (Part 1)	<ul style="list-style-type: none"> • Definition of communication • Barriers to communication • Types of communication & communicators • Keys and process of effective communication • How to improve communication skills 	<ul style="list-style-type: none"> • Interactive discussion • PPP & exercise • Q & A • Game 	Alamgir/ John
16.45-17.00	Day review and closing	<ul style="list-style-type: none"> • Review key learning • Assess learning level 	Question & Answer	Khairul

Day-5: April 11, 2014

09.00-09.30	Review of Day 4 Topics	Insights and lessons learned	GD Exercise	Participants
09.30-11.00	Continuation of previous session (Communication: Part 2) by Kashem/Khairul			
11.00-11.15	Refreshment			
11.15-13.00	12. The Community Organizer	<ul style="list-style-type: none"> • Roles • Qualities • Do's and Don'ts • Responsibilities and Tasks of COs in Blue Gold 	<ul style="list-style-type: none"> • Interactive discussion • VIPP/PPP • Group Discussion 	Showkat/ Vicki/Kashem
13.00-14.00	Lunch and Prayer Break			
14.00-15.30	13. Facilitation skill	<ul style="list-style-type: none"> • Types of meetings • Definition and importance • How to make a presentation & facilitation interesting and effective 	<ul style="list-style-type: none"> • Group Discussions • Plenary discussion • Skit Game 	Kashem
15.30-15.45	Refreshments			
15.45-16.45	Continuation of previous session			
16.45-17.00	Day review and closing	<ul style="list-style-type: none"> • Review key learning • Assess learning level 	Question & Answer	Khairul

Day-6: April 12, 2014

Time	Topic	Elements	Methodology	Resource Person
09.00-09.30	Review of Day 5 Topics	Insights and lessons learned	GD Exercise	Participants
09.30-10.15	14. CBO/Cooperative Development and Organizational Management	<ul style="list-style-type: none"> • Concept of Cooperative • Accounts keeping • Record keeping • Audit • Sample Set of books, records and receipt, etc. 	<ul style="list-style-type: none"> • PowerPoint Presentation • Practical sessions • Group discussions 	DoC Representative
10.15-10.45	Refreshment			
10.45-13.00	Continuation of Cooperative Development			DoC Representative
13.00-14.00	Lunch and Prayer Break			
14.00-15.00	15. Rehabilitation/Construction and O&M			Mator & Shorab,
15.00-15.30	16. New BWDB Gazette on WMOs			Showkat Ara/Shorab/Mator
15.30-15.45	Refreshment			
15.45-16.30	17. Instructions on Fieldwork	<ul style="list-style-type: none"> • Briefing on Cooperatives to visit • Schedule/timing of Activities • Grouping for field reporting 	• Plenary Discussion	Showkat Ara/Khairul
16.30-17.00	Day review and closing	<ul style="list-style-type: none"> • Review key learning • Assess learning level 	Question & Answer	Khairul

Day-7: April 13, 2-14

Time	Topic	Elements	Methodology	Resource Person
08.00-15.00 (includes travel time)	18. Field visit to CVDP village	<ol style="list-style-type: none"> 1. Brief Orientation by Society Officials <ul style="list-style-type: none"> • Key activities 2. Observation and interaction with members <ul style="list-style-type: none"> • Observe ongoing activities on IGAs • Review books/ledgers/ records • Others 	field visit	BARD Staff and Society Officials
15.00-16.00	19. Consolidation of field notes/observations	<ul style="list-style-type: none"> • Key Activities • Lessons and insights learned 		Jashim
16.00-17.00	Day review and closing	<ul style="list-style-type: none"> • Review key learning • Assess learning level 	Question & Answer	Khairul

Day-8: April 14, 2014

Time	Topic	Elements	Methodology	Resource Person
09.00-09.30	Review of Day 7 Topics	Insights and lessons learned	GD Exercise	Participants
09.30-10.30	20. Experience Sharing and Lessons Learned from Visit of the Society	<ol style="list-style-type: none"> 1. Key Activities 2. Consolidation of lessons learned from the field visit and application to Blue Gold 	Group Discussion and Presentation	Mator
10.30-11.00	Refreshment			
11.00-13.00	21. Consolidation of field notes/observations	-Do-	Plenary Discussion	Jashim/Mator
13.00-14.00	Lunch and Prayer Break			
14.00-15.30	Continuation of previous session	-Do-	Plenary Discussion	Jashim/Mator
15.30-15.45	Refreshment			
15.45-16.30	22. Problem Solving and Decision Making	<ul style="list-style-type: none"> ▪ Definition of Problems ▪ Example of possible field problem ▪ Identify the reasons of field problems ▪ Problem solving decision making process 	Interactive Discussion, Case study and PPP	Kashem
16.30-17.00	Day review and closing	<ul style="list-style-type: none"> • Review key learning • Assess learning level 	Question & Answer	Khairul

Day-9: April 15, 2014

Time	Topic	Elements	Methodology	Resource Person
09.00-09.30	Review of Day 8 Topics	Insights and lessons learned	GD Exercise	Participants
09.30-10.30	23. Monitoring and Reporting	<ul style="list-style-type: none"> • Introduction of Monitoring Tools/Formats • Monthly Reporting System • Work Plan Formulation • Sample Reports 	<ul style="list-style-type: none"> • Interactive discussion • Group Discussions • Plenary Discussion 	John and Shorab
10.30-11.00	Refreshment			
11.00-13.00	Continuation of last session			
13.00-14.00	Lunch and Prayer Break			
14.00-15.30	24. Briefing on practical issues and logistics in field	<ul style="list-style-type: none"> • Posting of COs • Working relationship within Component-1 • Working relationship with other components • Administrative issues & concerns 		John/Shorab/Mator/Jashim
15.30-15.45	Refreshment			
15.45-16.45	Day review and closing	<ul style="list-style-type: none"> • Review key learning • Assess learning level 	Question & Answer	Khairul

Day-10: April 16, 2014

Time	Topic	Elements	Methodology	Resource Person
09.00-11.00	25. Review of training course	<ul style="list-style-type: none"> • Distribution of Group Assignment • Preparation of Questions • Rules and regulations of Quiz session 	Open Discussion Small Group Work	Kashem & Showkat Ara
11.00-11.30	Refreshment			
11.30-13.00	Continuation of last session	<ul style="list-style-type: none"> • Quiz Competition 	Quiz/Colloquium	Kashem & Showkat Ara
13.00-14.00	Lunch and Prayer Break			
14.00-15.00	26. Course evaluation and conclusion	<ul style="list-style-type: none"> • Post Test Questionnaire • Training Evaluation • Administrative Concerns • Closing Program • Awarding of Certificates • Wrap up 	<ul style="list-style-type: none"> • Seatwork • Plenary discussion 	Training Team, Participants and TL/DTL/Vicki

Blue Gold Program

TRAINING ON
WATER MANAGEMENT ORGANIZATIONS FOR COMMUNITY ORGANIZERS

April 7-16, 2014

List of Participants

No.	Name	Gender
1	Ms. Suravi Sen	Female
2	Ms. Lipy Akter	Female
3	Ms. Seuly Akter	Female
4	Ms. Runa Nandi	Female
5	Ms. Mousumee Mondal	Female
6	Ms. Mariam Khan	Female
7	Ms. Aklima Akter	Female
8	Ms. Sabina Yasmin	Female
9	Ms. Reshma Khanom	Female
10.	Ms. Taslima Jahan Taz	Female
11	Ms. Morsheda Ahmed	Female
12	Mr. Md. Asaduzzaman Biswas	Male
13	Mr. Shovan Kumar Adhya	Male
14	Mr. Anowar Hossain Suzon	Male
15	Mr. Kaiser Khan	Male
16	Mr. Md. Musabur Rahman	Male
17	Mr. AKM Matiur Rahman Chowdhury	Male
18	Mr. Md. Safiqul Islam	Male
19	Mr. Nazib Uzzaman (Dipu)	Male
20	Mr. B.M. Alamgir Kabir	Male
21	Mr. Syed Atiqul Islam	Male
22	Mr. Md. Humayun Kabir (Ripon)	Male
23	Mr. Md. Uzzal Hossain	Male

LIST OF PARTICIPANTS AND RESOURCE PERSONS FOR THE CO TRAINING

April 7-16, 2014

No.	Participants & Resource Persons	Number	Remarks
1.	The Project Coordinating Director+2 representatives	3	PCD will participate on the 1 st and last day and other days as needed. Other BWDB representative may attend the whole duration of the training.
2.	Team leader	1	He will participate on the 1 st and last day and other days as needed.
3.	Deputy Team Leader	1	He will participate for 3-4 days
4.	Component 1 Team	4	They will stay throughout the training duration
5.	Training Team	2	They will stay throughout the training duration
6.	Component Representatives (C2, C3, C4, Gender, DRR & M&E)	6	They will only participate on the first day of training (April 7, 2014)
7.	Community Organizers	23	New COs
8.	Socio-Economists	2	All 4 Socio-economist will participate but will take turn allowing each to attend half of the training duration

