

Report on the pilot Gender and Leadership Development training



Picture: Pilot Training on Gender and Leadership Development in Progress

Background:

Blue Gold Programme conducted three pilot training in Patuakhali, Khulna and Satkhira, on “Gender and Leadership Development”. Objective of the training to create understanding on gender related constrains and how to tackle them (family, Community WMGS /Society) and to contribute and better participation of women in WMOs. Duration of the training was three days and a total of 28-30 participants attended the training. The participants’ group consisted of 12 Executive Committee members of the WMGs, three potential female leaders from the general membership and 2-4 UP members.

The facilitation of the GLD training is outsourced to KNKS through a competitive process. The training curriculum was developed by following the IPSWAM curriculum for GLD training, but it was improved /redesigned and updated by Gender coordinator and training team considering the project context and participants level of understanding. It was therefore necessary to test the revised training curriculum and delivery mechanism in the real context through limited and controlled events before it will be organized in a massive scale.

Objective of the Pilot:

- To test the appropriateness and relevance of the GLD training contents
- To assess the appropriateness of the training methodology in relation to the culture and level of participants
- To observe participants' response and level of engagement towards the training
- To assess service provider's knowledge, understanding and skill to deliver the training

Objectives of the GLD training:

- To change attitude and promote Gender Equity in WMGs
- Increase participation of women in decision making at household, WMGs and the Community level
- Enhance women's leadership skill and motivate male leaders in creating space for women
- Promote joint decision making and accelerate women position at family, WMGs and Community level

Overview of Training Session Conducted

Date	District	WMG	Number of Participants		
			Male	Female	Total
9-11 May 2016	Patuakhli	Tushkhali and Madhya Matibhanga	15	11	26
14-16 May 2016	Khulna	Masiar danga and Charkhali Machalia WMGs	14	14	28
17-19 May 2016	Satkhira	GoshkhaliKhal and Morichchap WMGs	14	15	29

Methods used in the training:

The training has been conducted following some methodologies;

- Throughout the training method were Group discussion, group work storytelling, role play, Panel discussion and debate.
- The mixture of delivery methods of role play, group work and storytelling has been well received by the participants.
- Time allocations for each session were difficult to maintain due to highly engagement of participants.



Performance of the service provider:

Two teams of KNKS provided the pilot training on gender and leadership development in the field. There was good balance of male and female in the training team. Overall, the trainers who facilitated the GLD pilot training demonstrated clear conceptual understanding and experience of conducting training with similar groups. However, some (parts of) sessions of the module were not internalized and practiced completely by the trainers. Some key feedback shared with the trainer team included:

- (1) Instruction for group discussion needed to be clearer
- (2) Trainers lacked clear understanding about - Women's condition and situation, importance of food & nutrition for women development and subordinate position of women and leadership.
- (3) More practical and real life examples needed to be cited during the training
- (4) Use of polished Bangla (not local dialect) created distance between the trainers and trainees
- (5) Trainers' preparation was poor

Overall impression of the training

The training methodology was highly participatory and reflective. In most cases, all participants actively participated in the training sessions. They took part in the discussion, asked questions, shared ideas and views with each other, and completed group activities with enthusiasm. It was interesting to notice that female participants from Satkhira often were more vocal and engaged in the training activities than the women from Patuakhali and Khulna. They were also more enthusiastic than the males in Satkhira. On the other hand, in Patuakhali and Khulna, a more mixed participation level was observed. Some female participants took part actively in the interactive sessions while the others hesitated to participate. However, such poor participation was only observed at the beginning of the training and not throughout.

Positive Feedback and Example from Training Participants:

- Participants especially the men realized that they usually treat household chores as a task of women which is one kind of injustice toward women
- The Participants acknowledged that they are used to traditional thinking and they don't evaluate women as a human being. They considered that because of being women, they don't have right to take decision
- After completing the training sessions, participants recognized the discrimination belongs to the society in terms of women ownership in family asset, equal educational opportunity and food for girls. They made commitments to ensure equality in family asset, education, food and others aspect in the social life for both girls and boys
- The participants acknowledged that practices of inequality among men and women, belong to their society and they should initiate to change the culture to ensure equal treatment of men and women
- At the family level women do not get proper food. The practice is male member take food first and after having food by the male, remaining food will be consumed by the girl and woman. Now participants realize that girls and women in their families also need good food. So from now on they will practice having equal food
- Participants appreciate the Gender and Leadership training as a unique training among the training they have participated in their life because this training contributed to change their mindset
- Valid examples of the subordination of women were given by all (men and women), such as worse treatment of a lactating mother if she gives birth to a girl compare to a boy; neglect the girl child; giving less importance to women and children in terms of food; and treating girls and women as a burden of family whereas boys and men are considered as assets. The GLD training created a space for participants to think and rethink about the malpractice in the society while treating girls and women
- After the session on "Food and Nutrition" one participant mentioned the session as important for women at the same time the women leaders expressed their inner opinion "if my wife would have told me this, I would neglect her and not believe in her; but now that I am here, I believe this".
- 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

Role played by the BGP team during Pilot training:

At the end of the training sessions, we provided feedback to the trainers for their improvement

- Assist the facilitators to provide example and explain the session for clear understanding to participants during training.
- We conducted the session when required.
- Feedbacks were given based on overall training session and facilitation
- Gender focal person for each WMG was selected after the training sessions
- Commitment letter was taken from the participants to implement the gender action plan.



Next steps (after training)

- After discussion with DAE and BWDP, curriculum was adjusted like replace subordinate position of women and added importance of women in agriculture
- For better understanding and participants demand women position were excluded and women condition included.
- Some processes, e.g. panel discussion and debate , role play and debate were added
- Updated training contains.

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

The review and finalization of the GLD curriculum was done mainly by the Blue Gold gender coordinator (especially regarding the content) and training expert. The actual GLD training was expected to start after the Eid holidays, i.e. end of July 2016. We expected that during the first actual training sessions, we (Roksana & kashem and training coordinator) would attend the session to support the trainer for further improvement. Regular monitoring remains important to ensure a high quality of training.



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

Prepare handouts	End of June	Gender Coordinator with Communication Expert
Discuss various issues with the service provider (see also Annex 1), such as the trainers of the two teams and reporting details, etc.	Mid-June	Training Team and Gender Coordinator
Planning of the actual training for the first month (mid-July to mid-August)	End of June	Zonal training coordinators, in coordination with the service provider
Start first training sessions in Patuakhali and Khulna / Satkhira (2 teams in total)	17 July	Service provider, with presence of training coordinator and gender coordinator.
Plan the follow-up of the GAP	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 effect of the GLD Training and plan for its implementation	August / September	Gender Coordinator, M&E team, Zonal

(Table was discussed and prepared jointly with Kitty.)

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

Example of the Gender action plan

Gender Action Plan (one year)

Morichhap WMG

Union: Fingri Union Parishad Thana: Satkhira Dist.: Satkhira Date: 19/5/2016

Activity	Where (Implementation place)	Who implement	How the way to implement the activity	When implement	Who will assist
Remove Gender Discrimination In Food and Education with boys and Girls	Family	All group members	Quarterly meeting and And special meeting and individual discussion	By monthly	Precedent Gender, focal person Up Member CO& Polder coordinator
Increase women involvement in decision making process in WMG	WMG	All member of executive committee especially male member of EC committee.	Monthly Meeting and discussion session	Monthly meeting	All group members
Increase women involvement in Income generating activity. Capacity Building	Society	Head of the family and WMG member	Special meeting with General member of WMG ,Youth Groups (Boys and girls), women groups	By monthly Meeting	All WMG Members

Prepared BY

Approved by

Gender Action Plan (one year)

Charkhali Masalia WMG

Union: 3no. Gongarampur, Thana: Boliaghata, Dist.: Khulna Date: 16/5/2016 Polder :##30

Activity	Where (Implementation place)	Who implement	How the way to implement the activity	When implement	Who will assist
Remove Gender Discrimination With Boys and Girls Child	Family	All group members	Quarterly meeting and And special meeting	By monthly	Precedent Gender, focal person CO& Polder coordinator
Priorities women to involve decision making	WMG	All member of executive committee	Inspiration, coordination and discussion	Monthly meeting	Gender, focal person CO& Polder coordinator
Protect Girls from early marriage	Society	All member of executive committee	Special meeting with General member of WMG ,Youth Groups (Boys and girls), women groups	Quarterly meeting	UNO, UP and WMG Committee

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Roksana Begum

Gender Coordinator