

Report on
Training Course of
Construction Management of LCS
For
LCS Member



April 2014

Blue Gold Program
Bangladesh Water Development Board (BWDB)

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Introduction

The Blue Gold program is a water management for development endeavor funded by the Governments of Bangladesh and the Kingdom of Netherlands implemented by Bangladesh Water Development Board (BWDB) and Department of Agricultural Extension (DAE). The fundamental objective of Blue Gold is to establish and empower community organizations/water management organizations (WMOs) to sustainably manage their water resources and to make these resources more productive. Participatory water resources management is the entry point and the initial driver of the community organization process.

To achieve this objective LCS is one of the most important tools. It creates short term employment opportunities for the landless and destitute men and women in the polder area. In the same it also makes sense of ownership of water management infrastructures of the polder as they are involved in implementing of rehabilitation of water management related infrastructure.

Labor contracting Society (LCS) is landless contractual organizations who are involved in earthwork for water management infrastructure rehabilitation. Organized Landless and destitute women are the main participants and beneficiary for these income and employment generating activities during the earthwork season. The duration of these types of income and employment activities are very short, only for two to three months.

The LCS groups have to perform not only construction and earthwork but also other administrative activities which are closely associated with BWDB activities such as process of construction and wage withdrawal or distribution procedure. As they have to carry out some administrative activities, training is essential. That's why short term training course was conducted based on Training Need Assessment for each group so that they could do their work properly and qualitatively.

Objective of Training Course

The overall objective of this training course is to improve knowledge and skill of LCS member so that they can do rehabilitation work of water related infrastructure under Blue Gold Program.

The specific objective:

01. To introduce different development activities of water management related infrastructure in Polder area.
02. To inform roles and responsibilities of different partner and LCS of water management infrastructure development.
03. To improve techniques, process of construction and wage withdrawal/ distribution procedures.
04. To aware the roles of male and female during team work in development activities.
05. To introduce method, qualitative and sustainability of work.
06. To motivate WMO member to monitor rehabilitation work.

Participants of the training courses

Participants of the training courses were from 46 LCS group formed under Blue old Program. Total participants were 2565 in 46 batches. Among them 16 LCS groups were formed only for women. Participants and facilitators lists are attached with this report (*attachment-1, 2, 3 and 4*).

Training Contents/Modules

This training course is comprised of 11 Modules, which is presented below:

1. Training Inauguration
2. Approach of formation of LCS
3. Method of LCS work and payment system
4. Roles and Responsibilities of different partner of LCS and quality control of work
5. Problem of LCS and Solution
6. Involvement of women in earthwork
7. LCS work and demonstration at field

Training Duration

Duration of training course was one day and it was held in the month of February to March 2014 in 46 batches. The detail training program is attached with this report. Attachment-6

Training Methodologies

Adult learning approach was used in this module. Considering this various training methods were used in conducting the training to make the training course interactive, participatory and interesting. Following are the list of methods used in the training course:

- Practical Demonstration
- Question & Answer
- Large Group Discussion
- Small Group Work
- Brainstorming
- Simulation
- Lecture-discussion etc.

Course Evaluation:

Through the Training Evaluation format, participants assessed the contents of the training, the methodologies used, the facilitation of the Resource Speakers and Facilitators, the training materials, facilities and equipment, the accommodation, food and snacks provided, and the level of participation during the training. The participants gave rating for each item and put their recommendations on how to further improve the training courses (*attachment-6*). The training evaluation results are summarized as follows: The participants commented that the training modules and sessions are found very relevant and appropriate for the target audience. This training course changed their understanding level on different aspect of LCS work. However, following are some comments from the participants:

- Training program was excellent and enjoyable to them to change their understanding level.
- Some participants proposed that there should be a provision for remuneration or conveyance bill for participants.
- Some of them mentioned that the training contents were lengthy for one day training program.

Overall observation and Recommendation

1. *Participants' opinion on the training course:* Participants commented that the training course is very relevant and effective for this project. They have good experience during implementing of LCS work (such as maintaining attendant sheets, submitting of bill, etc.).
2. *Application of participatory methods and techniques:* It is observed that the participants enjoyed a lot when training methods like Simulation, Role Playing, Group Discussion, Group Presentation and Games are used. Participants encouraged the facilitators to allow more time for expressing participant's opinion and experiences. This indicates that the training environment, methods and techniques were convenient and effective for participants.
3. *Recommendation:*
 - a. According to Training module one day is not sufficient to cover all the topics, so there is a need to revise the module or the Training course may be extended to another day.
 - b. More practical or field demonstration should be included in training module rather than theoretical course.

At the conclusion, we can say that the training program was found enjoyable and effective for the participants. The participants were reflected their positive impression and high commitment in the concluding session to utilize the learning to implement LCS work as well as to the administrative work with BWDB. Please find some moment of the training situation (See *attachment 7*).

Attachments

Attacment-1

Training on Construction Management of LCS

Venue: Patuakhali,

Date: February to March 2014

Training of LCS member under Polder 43/2D

Sl. No.	Date of Training	Name of the LCS	Name of Leader/Deputy Leader	Type of Group and No. Members	Total No. of Attendees
01.	11/02/14	Charabunia-Sankarpur	Md.Shaha Alam Gazi Md.Hanif Chowkider	Male- 60.	59
02.	12/02/14	Nilkhola	Ms.Khadiza Begum Basnti Rani	Female- 56	56
03.	13/02/14	Doyel	Md.Nur Islam Md.Abdur Sattar	Male- 60	60
04.	15/02/14	Naksha	Md.Kader Sikder Md. Wadut Hawlader	Male-45	45
05.	16/02/14	Shapla	Ms.Alinur Begum Ms.Momela Begum	Female- 53	53
06.	16/02/14	Katakhali	Md.Hasan Mollah Md.Shah Alam	Male-60	60
07.	17/02/14	Idukhali	Ms. Rasma Begum Ms.Hamida Begum	Female-71	71
08.	17/02/14	Chotto Auliapur	Md.Jafar Mridha Md.Abdur Zabbar	Male-70	69
09.	18/02/14	Taktakhali	Md.Selim Mridha Md. Nurzzaman	Male-60	51
10.	19/02/14	Patukhali	Ms. Begum Prio Bala	Female-72	72
11.	19/02/14	Kashbon	Swapon Md. Berek Matbar	Male-40	45
12.	20/02/14	Tafalbaria-Barunbaria	Ms.Nasima Ms. Sakina	Female-60	49
13.	20/02/14	Barunbaria	Md. Habib Faki Md. Jamal Akon	Male-63	57
14.	22/02/14	Rajabaria	Md. Aziz Sikder Md. Jamal Khan	Male-60	46
15.	23/02/14	Hazikhali	Rina Rani Sukul Ms. Fulbhanu	Female-60	59
16.	23/02/14	Paira LCS	Md. Kanchon Sharif Md. Jalal Mira	Male-60	50
17.	24/02/14	Dakkhin Bazarghona	Md.Barek Md. Abdur Zabbar	Male-60	60
18	24/02/14	Paschim Panchakuralia	Md.. Shahajanhan Haw. Md. Abdul Malek Haw.	Male-45	45

Attachment-2

Training on Construction Management of LCS

Venue: Patuakhali,

Date: February to March 2014

Training of LCS member under Polder 43/2A

Sl. No.	Date of Training	Name of the LCS	Name of Leader/Deputy Leader	Type of Group and No. Members	Total No. of Attendees
01.	04/03/14	Moina Moti LCS	Most. Joynob Begum Most. Khadija Begum	Female- 60	49
02.	06/03/14	Angulkata LCS	Md. A. Barek Talukder Md. Shaalom Mrida	Male-60	60
03.	08/03/14	Dalachara LCS	Md. Mizanur Rah. Md. Alauddin Haw.	Male-60	54
04.	08/03/14	Surjumukhi LCS	Shahinur Begum Rejia Begum	Female-60	57
05.	10/03/14	Haridrabadia LCS	Md. A. Salam Hawolder Md. A. Aziz Musulli	Male-60	51
06.	11/03/14	Bismillah LCS	Md. Khalilur Rahman Md. Ali Akbor Molla	Male-60	60
07.	11/03/14	MAA LCS	Md. Sumon Mrida Md. A. Salam Mrida	Male-60	42
08.	06/03/14	Amjadia LCS	Md. Sultan Akon Md. Khalil Mia	Male-60	60
09.	09/03/14	Dakkhin Kalibari LCS	Md. Nurul Akon Md. Alom Akon	Male-60	54
10.	03/03/14	Moyna LCS	Md. A. Barek Kha Md. Shaalom Gazi	Male-60	54
11.	09/03/14	Sonar Bangla LCS	Most. Salma Begum Most. Rushia Begum	Female-60	60
12.	03/03/14	Jui LCS	Most. Shahida Begum Most. Koli Begum	Female-60	59
13.	10/03/14	Bainbunia LCS	Md. Delowar Chokider Md. Nizam Payada	Male-60	57
14.	04/03/14	Monimukta LCS	Most. Farida Begum Anima Rani	Female-60	51

Attachment-3

Training on Construction Management of LCS Works

Venue: Patuakhali,

Date: February to March 2014

Training of LCS member under Polder 43/2F

Sl. No.	Date of Training	Name of the LCS	Name of Leader/Deputy Leader	Type of Group and No. Members	Total No. of Attendees
01.	25/03/2014	Satata LCS	Md. Nayan Gazi Md. Shahin Biswas	Male-60	60
02.	25/03/2014	Tuskhali LCS	Md.Razzak Matbar Md. Dulal Mridha	Male-60	60
03.	27/03/2014	Ekata LCS	Most. Maleka Begum. Most. Rina Begum.	Female-60	60
04.	29/03/2014	Bhazna LCS	Md. Alamgir Gazi Md. Harun Mollah	Male-60	58
05.	29/03/2014	Choto Bighai LCS	Md. Shah Alam Md. Habib Jomaddar	Male-60	52
06.	30/03/2014	East Kewabunia LCS	Md.Hanif Hawlader Shunil Chandra	Male-60	58
07.	30/03/2014	Kewabunia LCS	Most. Hazera Begum Most. Laily Begum	female-60	57
08.	01/04/2014	Purbo Matibhangha LCS	Md. Hosen Sikder Md.Dulal Sikder	Male-60	51
09.	01/04/2014	Matibhangha LCS	Most. Nasima Begum Most. Mamtaz Begum	Female-60	57
10.	01/04/14	Pacchim Kewabunia LCS	Md. Abdus Sattar Md.Abdus Salam	Male-60	60
11.	02/04/2014	Pacchim Matibhangha LCS	Md. Forkan Kazi Md. Sattar Mollah	Male-60	60
12.	02/04/2014	Madha Matibhangha LCS	Md. Shamsul Sikder Md. Shamim Mridha	Male-60	51
13.	03/04/2014	Priya LCS	Most. Aleya Begum Most. Nursaheda	Female-60	50
14.	03/04/2014	Phultala LCS	Md. Badal Kha Md. Abul Sharif	Male-60	56

Attachment-4

Training on Construction Management of LCS
Venue: Patuakhali **Date:** February to March 2014

List of Resource Person/Facilitators/Observer

Sl. No.	Name	Designation	Mob. No.
BWDB Representatives			
01.	Md. Delowar Hossain	Ex. Engineer, Patuakhali	
02.	Md. Abdul Motaleb	SDE, Patuakhali	
03.	Mansur Helal	RAO, RAC, Patuakhali	
04.	Gazi Noor Mohammad Rion	SO/SAE, Barguna	
05.	Md. Abu Bakkar Bhuiyan	SO/SAE, Patuakhali	
Blue Gold Program, Dhaka			
06.	Victoria Pineda	Leader, Component-1	
07.	F.M. Shorab Hossain	Community Organisational Expert	
08.	Abul Kashem	Training Expert	
09.	G.M. Khairul Islam	Training Coordinator	
10.	Khuku Chakraborty	Gender Expert	
11.	Mofazzal Ahmed	DCL, Component-2	
12.	Mahmudur Rahman(Aveek)	Quantity survey Engineer	
13.	Farzana Rahman Moury	Reimbursement Engineer	
14.	Tahmina Akter Tunny	Reimbursement Assistant	
Blue Gold, Patuakhali			
15.	Matior Rahman	Socio-Economist	
16.	Tahmina Akter	Socio-economist	
17.	Md. Delowar Hossain	Civil Engineer	
18.	S.M. Zakir Hossain	Quality Control Engineer	
19.	Md. Shahidullah	Quality Control Engineer	
20.	Kazi Mozammel Hossen	Business Dev Coordinator	
21.	Jhorna Begum	Junior Gender/IGA Specialist	
22.	Md. Zakir Hossain Lucky	Monitoring & Evaluation Officer	

Attachment-5

Blue Gold Program

Training on Construction Management of LCS

Venue: Patuakhali

Date:

Participants: BWDB Engineers (XEN, SDE, SO), Community Organizer, UP Representatives, WMA members, LCS members

Training Agenda

Time	Sub-contents	Methods	Responsible Resource Person
08.00-08.45	Session-01: Introduction and objectives of LCS <ul style="list-style-type: none"> • Inauguration • Training objectives and agenda • Introduction of Blue Gold Program and brief orientation of each component • Goal and Objective of LCS 	Lecture and Large Group Discussion	
08.45-09.30	Session-2: Formation of LCS <ul style="list-style-type: none"> • Background of LCS Formation • Criteria for Selection of LCS Member • Gender 	Large Group Discussion, Demonstration	
09.00-10.0	Refreshment		
10.00-11.15	Session-3: Approach and Method of LCS Work <ul style="list-style-type: none"> • Introduction of Polder and Infrastructure • Method of LCS Work and Standard Quality Control • Securities and Safety Issues 	Open Discussion	
11.15-01.00	Session-4: Measurement of LCS Works and Payment System <ul style="list-style-type: none"> • Methods of Measurement of Earthwork 	Open Discussion	

	<ul style="list-style-type: none"> Daily Attendance, Preparation of Bill and withdrawal of Money 		
01.00-02.00	Lunch and Prayer Break		
02.00-03.00	Session-5: Roles and Responsibilities of different partner of LCS and quality control of work <ul style="list-style-type: none"> Responsibilities of different concerned partner of LCS Roles of Monitoring Team in Participatory Monitoring and Quality Control Savings and Income Generating Activities 	Large Group Discussion with Picture Demonstration	
03.00-03.15	Refreshment		
03.00-04.00	Field Demonstration of LCS Works <ul style="list-style-type: none"> Practical Demonstration 	Field Demonstration	
04.00-04.30	Review and Closing <ul style="list-style-type: none"> Problem and Solution Review of the Training Course Closing Speeches 	Open Discussion Speech	

Evaluation Form

	 Good	 Ok	 Weak
Agenda			
Methods			
Facilitation			

Some Important Photos of Training



The Executive Engineer Inaugurating one Training Program



During Training Session (showing Cutting Chart)



One Participant was Presenting Group Works



Hands-on Training



Training Session



Field Demonstration