



# Blue Gold Program

## Training Report on

### ToT on Construction Management for LCS



January 22-23, 2014  
Venue: CSS, Khulna

## **Background of the Training:**

Labor Contracting Society (LCS) is a group of contractual workers who participate in the water management infrastructure construction in an efficient manner. During earth work time, for this type of income and resource related activities, the landless and poor females are the main participants and beneficiary. This type of income and resource related activities last for around two to three months.

LCS work is not only about earthwork, but it can be said that there is more work that are related to the water board office. Since, they have to do some official work so their training is important. For this, a brief training course has been arranged so that they can perform the task correctly and qualitatively. This one day training course has been implemented in response to the demand of LCS workers

## **Title of Training:**

TOT on Training on Construction Management for LCS

## **Broad objective of the training:**

The main objective of this training is to improve the knowledge and efficiency of the newly formed LCS groups, so that they can work efficiently in the construction/ reconstruction work under Blue Gold program. It is expected that the participants will accomplish the following objectives from the training:

## **Specific objectives of the training course:**

After the training participants will be able to-

1. Learn about the different stages of water management and infrastructure development in the project area.
2. Know about the responsibilities of LCS and other group in the water management infrastructure development.
3. Learn about the various rules and regulations of payment method and wages system of infrastructure development.
4. Know about the role of male-female to maintain the group coordination in the development work.
5. Learn about the working procedure, quality and durability.
6. Learn to help WMO in work progress and quality monitoring

## **Duration**

Two days training started 8.00 am to 5.00 pm.

## **Venue**

CSS, Ava Center, Khulna.

## **Training methods applied**

In the training course different training methods were adopted to ensure effective and quality learning. The different methods included: -

- Lecture
- Brainstorming
- Large Group Dissection
- Question and Answer
- Story Telling
- Demonstration
- Individual Practice
- Group Practice
- PowerPoint Presentation
- Video Show

## **List of materials distributed**

The participants on the training course were provided with different learning materials including:

- Agenda of the training
- LCS guide line for Blue Gold Program
- Manuals on Construction Management for LCS
- Handouts on Formation of LCS and Women's participation
- Handouts on Savings and IGA

All of the materials distributed were developed by Blue Gold. The LCS manuals were developed through a systematic process of research and development. Representatives from the LCS communities, Consultants Group that developed all materials under the coordination and management of Blue Gold.

## **Participants of the training**

BWDB Engineers, XOs, COs from respective polders, BGP staffs. In this training course a total of 26 participants and officials were attended where 22 was male and 4 female.

## **Highlights of the Training**

The following is a brief description of the highlights of the training-

- The first day started with course introduction, introductions (BG team, BWDB team, and participants). XEN-Khulna, Deputy Team Leader and Component Deputy Team Leader opened the training program.
- Orientation on the Blue Gold Program objectives and components was done by the Training Experts and Deputy Team Leader's topic on the history of LCS and why LCS is important.
- For first days, topics on the LCS formation and development process, Methodology and process of LCS work, Work measurement and billing systems, Roles and responsibility of different parties involved with LCS work, Demonstration in the field, Introduction of LCS Training Module. Lecture Discussion, Large Group Discussion with Picture Demonstration and formats Demonstration were the main methods used. End of the day participants divided into three groups and Distribution the training session and Guideline for Practice on LCS Training Module.
- Two films on IPSWAM LCS and IGA activities were also shown. That video was very effective for training.
- On Day 2, the discussion and activities were mainly focused on Practice & Demonstration of LCS Training Module. Day 2 was also the last day of the training for that reason facilitator spent some time on course review, course evaluation and closing ceremony. The XEN-Khulna closed the training program.

## **Evaluation finding and feedback**

### **a. Participants' feedback**

All participants provided their input in the evaluation of the training course. The majority commented that, there were adequate opportunities for participation. All the participants appreciated the trainers' facilitation styles and approaches. Only few participants felt that the training and learning materials could be improved further. And, almost all liked the training methods used.

### **b. Trainers**

When the course began, the participants lacked confidence in their ability to learn sufficiently in only two days of training. But, as the days progressed, their confidence grew and they were able to learn enough for Constriction management training on LCS.

It was noted that even more practice sessions should be included in the training. Also, for the benefit of the participants, Regional staff from component-2 and BWDB's official should attend as a facilitator in community level LCS training. All COs should responsible for formation of LCS group and organize training for LCS group.

## **Training Resources & References**

- LCS manual from IPSWAM project
- Source: Report of the workshop on Planning: Early Implementation Project Activities 1995-1996, Alamgir Chowdhury
- Video CD copyright from IPSWAM project

## **Observations and Recommendations**

1. Blue Gold Program orientation presentation should be brief but concise and method should be more interactive/ participatory.
2. It is recommended that in future training, more time should be allocated for the practical session and special emphasis on rules, contract and bill submission of LCS activities.
3. All topics were relevant but duration of future training in field should be at least 2 days to allow enough time for the participants to digest and internalize the lessons, allow good transition from one topic to the next, and allow more time for the field training as this training is more one practical and the LCS group members are mostly aged and illiterate.
4. Summing-up of each course/topic discussed was quite weak and should be strengthened in future training.
5. Some of the engineering pictures were difficult to understand due to some translation problem. In future training, technical term should turn into easy language so that the participants can easily understand that term.
6. English terms like mobilization, cross cutting issues, value chain and others have to be defined carefully because these terms are not easily translated in the Bengali language. It is recommended that we come up with a standard definition of these in Bangla for better understanding.

## **Conclusions**

In general, the training objectives were met and that the participants especially the new COs and BWDB official gained basic understanding of what they are expected to do in Blue

Gold, which will help them initiate the activities in their respective polders/duty stations more confidently. The integration among members of the different stakeholder has developed to a certain degree during the training; this will help in the implementation of the LSC training at field level more efficiently.

**Prepared by:**

G.M. Khairul Islam  
Training Coordinator  
Blue Gold Program

## Blue Gold Program

ToT on Constriction Management for LCS

22 to 23 January, 2014

### Participants List for Khulna

(BWDB, Blue Gold Consultant, BG staffs)

Sl. No	Name	Position	Remarks
<b>BWDB</b>			
1.	Md. Abul Kausar (Rumi)	Executive Engineer	
2.	Kamruzzaman Khan	Sub-Divisional Engineer	
3.	Md. Mainuddin	XEN, Khulna	
4.	Pijush krishna kundu	SDE	
5.	Md. Zakaria Ferdous	SO, 22-polder	
6.	Md. Shayedur rahaman	SO, 30-polder	
<b>Blue Gold</b>			
7.	Alamgir Chowdhury	Development Planner / Deputy Team Leader	
8.	John Marandy	Senior Socio-economist	
9.	Mofazzal Ahmed	QC Engineer / Deputy Component Leader	
10.	Showkat Ara	Gender Expert	
11.	Mahmudur Rahman(Aveek)	Quantity survey Engineer	
12.	Farzana Rahman Moury	Reimbursement Engineer	
<b>Training &amp; Capacity Building</b>			
13.	Mr. Abul Kashem	Training Expert, Blue Gold	
14.	Mr. G.M. Khairul Islam	Training Coordinator, Blue Gold	
<b>District Office-Khulna</b>			
15.	Md. Azizur Rahman	Sr. Field Quality Control Engineer	
16.	Md. Mainul Islam	Civil Engineer (Water Infrastructure)	
17.	Md. Mustafizur Rahman	Irrigation/Drainage Engineer	
18.	Md. Jashim Uddin	Socioeconomist	
19.	Umme Asma Khanam	Jr. Socio-economist	
20.	S.M. Saiful Islam	Civil Engineer	
21.	Kumaresh Chandra Dam	Community Organizer	
22.	Ruksana Parvin	Community Organizer	
23.	Md. Azizur Rahman(Bbul)	Community Organizer	
24.	Rabita Mondol	Community Organizer	
25.	Basudev Roy	Community Organizer	
26.	Marjana Sultana	Community Organizer	

## Blue Gold Program

TOT on Training on Construction Management for LCS

Duration: January 22-23, 2014

Venue: CSS, Khulna

Time	Sub-contents	Methods	Responsible Resource Person
08.00-08.45	<b>1. Welcome and Inauguration</b> <ul style="list-style-type: none"> <li>• Inauguration of Training course;</li> <li>• Objectives and agenda;</li> <li>• Brief introduction of Blue Gold Program;</li> <li>• Goal and objectives of LCS involvement in rehabilitation activities.</li> </ul>	Lecture Discussion, Large Group Discussion	SE,O&M Divition-2, XEN, Alamgir Chowdhury
08.45-09.30	<b>2. LCS formation and development process</b> <ul style="list-style-type: none"> <li>• Background of LCS</li> <li>• LCS member selection criterion;</li> <li>• LCS formation</li> <li>• Gender issues (special emphasis)</li> </ul>	Large Group Discussion	Alamgir Chowdhury John Marandy, Showkat Ara Md. Azizur Rahman
09.30-10.00	<b>3. Refreshment</b>		
10.00-11.15	<b>4. Methodology and process of LCS work</b> <ul style="list-style-type: none"> <li>• Introduction of polder and infrastructures;</li> <li>• Tasks/activities of LCS;</li> <li>• Methodology and process of LCS work- (Embankment, Channel, Improvement)</li> <li>• Quality control</li> <li>• Safety and security</li> </ul>	Large Group Discussion and Picture Demonstration	Mofazzal Ahmed, Mahmudur Rahman(Aveek), XEN Khulna, Md. Mainul Islam, S.M. Saiful Islam
11.15-13.00	<b>5. Work measurement and billing systems</b> <ul style="list-style-type: none"> <li>• Techniques for measurement of Earth Work;</li> <li>• Attendance, bill preparation and payment procedure;</li> <li>• Problem/difficulties in LCS work</li> </ul>	Open Discussion and Demonstration formats/picture	Mofazzal Ahmed, Alamgir Chowdhury Md. Azizur Rahman



	and way to resolve.		
13.00-14.00	<b>Lunch and Prayer Break</b>		
14.00-15.00	<b>6. Roles and responsibility of different parties involved with LCS work</b> <ul style="list-style-type: none"> <li>• Introduction of different parties involved;</li> <li>• Participatory monitoring and quality control by monitoring ;</li> <li>• Savings and Income Generating Activities (IGA);</li> </ul>	Large Group Discussion with Picture Demonstration	Alamgir Chowdhury, Mofazzal Ahmed, Showkat Ara
15.00-15.15	<b>Refreshment</b>		
15.15-15.30	<b>7. Demonstration in the field</b> <ul style="list-style-type: none"> <li>• Discussion on field demonstration of techniques for measurement of earth work, pre work, post work cutting and filing chart, etc.</li> </ul>	Demonstration in the field Lecture & discussion	Md. Jashim Uddin, SDE-Khulna-2, Md. Mainul Islam
15.30-16.45	<b>7. Introduction of LCS Training Module</b> <ul style="list-style-type: none"> <li>- Introduction &amp; overview of LCS Training Curriculum</li> <li>- Distribution of training session</li> <li>- Guideline for Practice LCS Training Module</li> </ul>	Large Group Discussion Open Discussion	Md. Matior Rahman, Abul Kashem, Md. Azizur Rahman G.M. Khairul Islam
16.45-17.00	- Review and day closing	Open Discussion	Abul Kashem

## Day-2

Time	Sub-contents	Methods	Name of Resource Person
08.30-09.00	Review of last days discussion	Game	Abul Kashem, Md. Azizur Rahman G.M. Khairul Islam
09.00-10.30	<b>8. Practice &amp; Demonstration of LCS Training Module</b> <ul style="list-style-type: none"> <li>- Prepare session Materials</li> <li>- Practice and demonstration LCS Training Modules/sessions</li> <li>- Review and comments for improvements</li> </ul>	Small Group Work, Demonstration, Large Group Work	Abul Kashem, Showkat Ara & all others
10.30-10.45	<b>Refreshment</b>		
10.45-13.00	- Continuation of the last session		
	<b>9. Review and Closing of TOT Course</b>	Large Group	Abul Kashem & all

	<ul style="list-style-type: none"><li>- Review of the Training Course</li><li>- Course evaluation</li><li>- Closing Speeches</li></ul>	Discussion and Speech	others
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