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# File:Gender 30may 16 feedback on pilot GLD and 3 month planning.pdf

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**Blue Gold Program**  
**Feedback on the pilot Gender and Leadership Development in Khulna and Satkhira**  
**and planning for the next 3 months**

Prepared by the International Gender Specialist (Version: 30 May 2016)  
 based on field visits including discussions with the gender and training coordinators

The Gender and Leadership Development (GLD) training aims to create understanding on gender related constraints and how to tackle them (at 3 levels: family, WMG and community/society) and to contribute to better participation of women leaders in WMGs. This 3-day training is for the 12 Executive Committee members of the WMGs, plus 3 potential female leaders from the general membership. One training batch includes these 15 WMG participants of 2 WMGs, plus 2-4 UP members. The facilitation of the GLD training is outsourced to KNKS through a tender process. The curriculum for this training is based on a the IPSWAM curriculum for GLD training, but with major revisions, added sessions and many new materials<sup>1</sup>, in particular as prepared by Blue Gold's gender coordinator and (regarding training methods) by the Blue Gold Training Expert.

**Findings from the pilot training sessions:**

Between May 9 and May 19 three pilot trainings were conducted in Patuakhali, Khulna and Satkhira, respectively, with the main objective to test the curriculum. These pilot trainings were observed by Blue Gold's gender and training coordinators. The international gender specialist observed several sessions of the pilot GLD training in Khulna and Satkhira<sup>2</sup>. These trainings were conducted with the representatives of the following WMGs:

- In Grangarampur Union Parishad, Khulna: Mosiardanga WMG and Chorkhali Macalia WMG (28 participants, 14 male and 14 female); and
- In Fingri Union Parishad, Satkhira: Goshkhali Khal WMG and Morichap WMG (29 participants, 14 male and 15 female).

Overall impression: Both groups seemed well responsive to the training provided, with men and women apparently showing equal interest. In the Khulna group men tended to speak out more easily than women (though several women also were actively contributing); in the Satkhira group several women were very outspoken, sometimes even dominating the session, but also with several active men. Both groups included also women and men who hardly spoke out, but all were seen nodding and reacting; and almost all participants answered when a facilitator asked them a specific question. Group work was always done promptly, with in most groups some of the men and women more actively participating, and some others rather observing.

Feedback from the groups was largely (very) positive, examples:

- Valid examples of the subordination of women were given by all (men and women), such as worse treatment of a lactating mother if she gave birth to a girl (as compared to a boy); neglect of the girl child; less importance to food for women and girls; and the thinking that girls / women are burdens whereas boys / men are assets.
- The participants seem to acknowledge that such practices have to change and often reflected a commitment to a more equal treatment of men and women ("all are human beings").
- 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 (more examples will be provided in the report of the gender coordinator).
- Various elements of the GLD training (or the entire training) appeared an eye-opener for various participants, also to men. One man said (after the session on nutrition and its importance for women

<sup>1</sup> See the gender coordinator's report (still under preparation) for more details on the new materials  
<sup>2</sup> With thanks to the national gender coordinator for her translation.

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[Original file](#) (1,240 × 1,754 pixels, file size: 798 KB, MIME type: application/pdf, 7 pages)


Feedback Report on pilot GLD Training and planning for the next 3 months

gender 30may\_16 feedback on pilot GLD and 3 month planning.pdf

Gender and Leadership Development (training)

## File history

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Date/Time	Thumbnail	Dimensions	User	Comment
current <a href="#">15:56, 10 December 2020</a>		1,240 × 1,754, 7 pages (798 KB)	<a href="#">Saad.chowdhury</a> ( <a href="#">talk</a>   <a href="#">contribs</a> )	

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This page was last edited on 10 December 2020, at 15:57.

## Blue Gold Program Wiki

The wiki version of the Lessons Learnt Report of the Blue Gold program, documents the experiences of a technical assistance (TA) team working in a development project implemented by the Bangladesh Water Development Board (BWDB) and the Department of Agricultural Extension (DAE) over an eight+ year period from March 2013 to December 2021. The wiki lessons learnt report (LLR) is intended to complement the BWDB and DAE project completion reports (PCRs), with the aim of recording lessons learnt for use in the design and implementation of future interventions in the coastal zone.

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