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Blue Gold Program
Quick assessment of the new approach of the GLD training - 6 March 2019

Background: In 2016/17 the Blue Gold Program organised Gender and Leadership Development training for WMGs through an external service provider (KNKS). It was targeting the 12 WMG EC members, several general female WMG members who had leadership potential, and a few female Union Parishad members. In total 61 batches of 122 WMGs had received the GLD training between September 2016 and April/May 2017, which was phase 1. The proportion of male and female trainees was often about equal. Phase 2 was made conditional to the performance of the service provider to be assessed by an evaluation.

This evaluation was conducted through a rapid assessment by an external evaluator at the end of 2017. The report of January 2018 on this assessment discussed the impact and the modalities of this training. The consultant found that the GLD training was highly valued at all levels, however, a revised implementation modality was proposed: by TA staff, and not by an external service provider anymore. A new approach for the GLD training was therefore developed, with as main characteristics:

- To be conducted by TA Polder teams, in particular the Community Development Facilitators (CDFs);
- Not (only) targeting the WMG EC members, but rather male and female community / WMG members.
- A gender flipchart was developed, which combined pictures with gender related messages.
- No 3-day training in a formal setting, but 5 short sessions in a more informal setting ("court yard sessions") with some time in between.

After the flipcharts had been finalized by September 2018, the preparations were the actual GLD training started. A 2-day "dry run" was organized in October 2018 for 30 CDFs (15 per dry run) on the new GLD approach using the gender flipcharts. The trained CDFs had to start actual GLD training in December 2018, doing at least one GLD session per 2 weeks.

About this quick assessment

The purpose of the quick assessment was to find out to what extent the new GLD approach met the expectations, in order to decide about expanding the number of CDFs able to conduct GLD training. The assessment was held between 20 and 28 February 2019 and consisted of 3 Focus Group Discussions with GLD group members: one in Patuakhali (P55/2C)¹ and two in Khulna (P25 and P27/2). Only the group in Polder 25 was mixed (women and men); the other two groups included only women. In addition 5 CDFs were interviewed, three female and two male. The detailed answers on the key questions are attached in Annex 1 and 2 to this report.

The assessment was conducted by Blue Gold's gender team (Roksana and Kitty). Because Roksana had taken a lead role in developing the new GLD approach and conducting the dry run, the CDFs were explicitly informed that they should be open in answering the questions, also in case of critical comments.

Findings

Dry run and group formation: All interviewed CDFs were happy with the dry run training in which they participated in. It was discussed whether CDFs without dry run experience might be able to implement

¹ A second FGD in Patuakhali had to be cancelled due to heavy rain.

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GLD training. A CDF observed that this might be possible with some support from a trained CDF. However, the performance would not be up to the mark.
After the first round of the GLD training (1-2 GLD groups of 10 members each) in the first week of the assessment 1 of the 10 GLD sessions had been conducted in all the groups, which means an average of 2 sessions per CDF, which is close to 3 sessions on average per month. Two CDFs formed mixed groups, two formed women's groups. The 10th CDF was responsible for 12 (mostly 10) groups with 200 women and 1 man in total. The GLD training was integrated in the 10th program, in a 4th program only one session had been conducted, in 2 (10) groups, 2 sessions, after the CDF formed.
The criteria used for the group formation for the GLD training were not always the same, though during the 10th session a mix rule (50% women, 50% men) was applied, while in other GLD training sessions, 50% having authority (e.g. to speak) / influence affected, while 50% not have a role to play.
Flipcharts: The CDFs all liked the flipcharts very much, in particular because it contained pictures with messages, which is considered more efficient than a verbal message alone. The pictures well reflect the local situation. Also the 10th participants appreciated the flipcharts. The picture with all female members engaged in activities were well liked because "women".
New GLD approach: It is the opinion of the CDFs that the new approach is better than the previous approach by external service provider.
Reaction of GLD participants: The CDFs agree that the participants need any practice, though the women often react that the men that appear every time are an eye opener, such as men and women having of each other, usually with not being prepared for only women. The importance of women's participation in income generating work and their participation in joint decision making. Also, other as GLD participants in villages who learned about the GLD content from their wives, have to meet a lot more education and less needs in the beginning, but appear to reflect on the messages, resulting in a part of the men becoming more open to the GLD messages. Because a number of positive reactions of men were mentioned, such as men who were to take part decision making with their wife, also contributing to a happier and more peaceful family.
Effects of the training: Considering that the 1 session of the GLD training were not yet completed in any of the groups, it was rather early to assess the effects of the training. But all CDFs and facilitators could give some examples of increased awareness and/or of some basic approach. Examples:
• The GLD messages enhance women's self confidence.
• The GLD participants, especially the women, show their knowledge about husbands, other relatives and/or neighbors. Activities are especially interested to have their own ideas about the content of the GLD training. In the 10th week GLD training was integrated, it was observed that some husbands of female 10th participants were to observe the GLD messages because of interest.
• Some decision making issues on the site, being informed by the GLD training. However, also other reasons for joint decision making were mentioned, such as women having more knowledge (e.g. from 10th participants) on income generating activities, household income.
• The GLD training seems to enhance or enhance work, which was observed as a woman's work, but not all are women. Some were surprised that if they would be a part of the community work, they would have more time for productive work that contributes to household income. Especially when women are ready for training or a meeting, men may want to take their own work activities and/or arrange more time to work in their own owned plots.

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Quick assessment of the new approach of the GLD training - 6 March 2019


Report GLD assessment 6 March 2019.pdf

Assessment

Gender and Leadership Development (training)

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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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