

**DRAFT WORKSHOP REPORT ON  
“ORGANIZING & LEADERSHIP**

**MAY 13<sup>TH</sup> – 15<sup>TH</sup> 2012**

**OSHI, HNSA & SEWA IN DHAKA, BANGLADESH**

## **Title of the Workshop**

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**Training on Organizing and Leadership**

## **Objective of the Training/workshop**

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**Aims to educate the participants on the importance of organizing and leadership.  
How leader plays important role for the organizing in their community.**

## **Date of Workshop**

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**May 13- 15, 2012**

## **Duration of Workshop**

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**Three days**

## **Venue of Workshop**

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**RADDA MCH – CENTRE, MIRPUR, DHAKA, BANGLADESH**

## Introduction

A three-day long nonresidential training workshop on organizing & leadership for the identified HBWs in Dhaka city was organized at Radda MCH Centre Mirpur, Dhaka, Bangladesh.

This 3-day training has been facilitated by SEWA Academy, India.

The training mainly focused on Organizing and Leadership development, Self Understanding, Team building and Group dynamics, HBOs organization formation.

The training was a participatory learning process to impart skills training on Leadership development, Reflection and Self analysis on the values and qualities and roles of a leader and the importance of organization.

### Details of Schedule

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Day 1: 13<sup>th</sup> of May 2012

Time	Activity	Trainer/Facilitator	Methodology
9.30 am – 10.00am	Registration of participants		
10.00am – 10.15am	Prayer –prayer sung by participants		In communication
10.15am – 11.00am	Introduction of participants in pair	Reemaben	In pair introduction
11.00am – 11.30am	Expectation	Manisha	By card
11.30am – 11.45am	Tea break		
11.45am – 1.00pm	HBW position and condition (presentation by the participants)	Manisha	Small group
1.00pm – 2.00pm	Lunch		
2.00pm – 3.30pm	Women's contribution in national economy	Sairaben	Big group discussion
3.30pm – 4.15.pm	Role play benefits of organizing	Reemaben	Game, group activity
4.15.pm – 4.30pm	Tea break		
4.30pm – 6.00pm	Organizing steps by	Sairaben	Small group

	participants		discussion
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Day 2: 14<sup>th</sup> of May 2012

Time	Activity	Trainer/Facilitator	Methodology
9.30 am – 09.45am	Prayer –prayer sung by participants		In communication
09.45am – 10.15am	Recapitulation of previous days learning's	Manisha	Discussion
10.15am – 11.30am	Communication	Reemaben	Small group discussion
11.30am – 11.45am	Tea break		
11.45am – 1.00pm	Importance of leadership	Sairaben	Game
01.00pm – 2.00pm	Lunch		
02.00pm – 3.30pm	Role of leader in organizing ( tips for selection of a good leader)	Reemaben	Small group discussion
3.30pm – 3.45pm	Tea break		
3.45pm – 6.00pm	Sharing case study of leader	Manisha	Case study video

Day 3: 15<sup>th</sup> of May 2012

Time	Activity	Trainer/Facilitator	Methodology
9.30 am – 09.45am	Prayer –prayer sung by participants		In communication
09.45am – 10.30am	Review of previous days learning's	Sairaben	In group
10.30am – 10.45am	Tea break		
10.45am – 1.00pm	Women empowerment	Sairaben & Manisha	Role play and video “ I am shakti”

1.00pm – 2.00 pm	Lunch		
2.00 pm – 4.00pm	Case study on slum up graduation programme in urban area	Reemaben	Small group discussion
4.00pm – 4.15pm	Tea break		
4.15pm- 4.45pm	Feedback and Evaluation of overall trainings	Manisha	One to one basis
4.45pm – 5.30pm	Thanks giving and Group photograph	Reemaben	

### Persons of OSHI, Dhaka Office were present

SL.No	Name	Designation
1.	Ms. China Rahman	Assistant General Secretary, OSHI Foundation
2.	Md. Omar Faruq	Program Manager, OSHI Foundation

### Facilitators Conducting Training

SL.No	Name	Designation
1.	Ms. Reema Kapoor	SEWA, India
2.	Ms. Sairabanu Shaikh	SEWA, India
3.	Ms. Manisha Tyagi	SEWA, India
4.	Ms. Shweta Tripathi	Program Manager, HNSA, India
5.	Ms. Sareeta Haidar	Program Manager, OSHI Foundation

Details of Participants Attending Training: Total participants' - 32

### Mirpur – 11 & 12

Sl No.	Name	Designation	Address / Contact No	Signature
1.	Chandni	Organizer	Mirpur-12	
2.	Rupa	Leader	Consurl Camp	
3.	Sahera	Organizer	Consurl Camp	
4.	Sabana	Organizer	Consurl Camp	
5.	Monee	Organizer	Consurl Camp	

6.	Saira	Leader	Consurl Camp	
7.	Sinthya	Leader	Mirpur - 11	
8.	Ruma	Leader	Mirpur - 11	
9.	Sahera	Leader	Rupnagar Resudential	
10.	Moni	Organizer	Journalist Plot	
11.	Asma Akter Lipi	Organizer	Mirpur - 11	
12.	Hasina			
13.	Nasema Akter	Organizer	Mirpur - 11	

### **Mirpur – 2**

Sl No	Name	Designation	Address/Contact No	Signature
1.	Shermin Shanta	Leader	Agargaon taltola govt. colony	
2.	Shahinur	Organizer	145 Nolapara taltola	
3.	Forida	Organizer	617/1 Moddo Monipur	
4.	Kushum	Organizer	914 Moddo Monipur	
5.	Shanta	Organizer	911 Moddo Monipur	
6.	Parvin	Organizer	660 A Moddo Monipur	
7.	Taslina	Leader	659 Monipur	

### **Mirpur – 1**

Sl No	Name	Designation	Address/Contact No	Signature
1.	Jannatul Ferdous	Organizer	Mirpur - 1	
2.	Lipi Akter	Organizer	Mirpur – 1	
3.	Razia Sultana	Organizer	Mirpur – 1	
4.	Shahanaz	Organizer	Mirpur – 1	
5.	Rehana	Leader	Mirpur – 1	
6.	Jarina	Leader	Mirpur - 1	

### **Bonosree/Badda**

Sl No	Name	Designation	Address/Contact No	Signature
1.	Fatema	Leader	Rampura	

2.	Kolpona	Organizer	Rampura	
3.	Mitu	Organizer	Rampura	
4.	Parvin	Organizer	Badda	
5.	Tania	Organizer	Badda	
6.	Feroja	Organizer	Badda	

## Process

Day 01. 13.05.2012

Mr. Omar Faruque Program Manager, OSHI welcome participants and others to the workshop. He explained that its SEWA's policy that there is a scope to follow country's culture at the beginning.

Morning session started reciting from the Holy Quran. Then after participants sing a Bengali song “ **Ghore bose kori kaj, khokhono beker – We do work staying in home, some times out of work ---** ). Ms. Sareeta thanked all for the song.

Md. Faruq refer that the Training we organized for you to share experiences , exchange information and opinions in the next three days to make it a truly learning experience with knowledge sharing at both the trainee's & the trainer's end . He requested participants to share their problems with Ms. Sareeta if any including language problem.

The introductory session was facilitated by Ms. Reemaben, Monishaben and co-facilitated by Ms Sareeta

### Workshop Norms:

To guide them in the 3 days of the workshop. The following were adopted:

- Full participation from time –in to time - out
- Cooperation among participants
- Put off cell phones
- Use of both Bengali and Hindi languages
- Punctuality
- Respecting everyone's contributions
- Speaking loudly
- Keeping alert all the time

### Participants Introduction:

This was a kind of an ice breaker meant to enable participants know each other better .Ms Reemaben began the session with appreciative manner. This method which is another way of looking at things and people differently in a positive way, enabled the participants know each other by name, organization , different strengths and achievements accomplished by participants which were taken up as resources brought into the workshop.

Ms. Reemaben, facilitated the ice breaking session, the purpose was:

- To introduce the participants, coming from different organizations, to the larger group
- State the purpose of the training
- Define their role in the training

The **innovative ice breaking session**, helped to get the participants amongst themselves and in the larger group. She refer that you use to say that HBWs have no entity in the society. Due to that this is important. Participants were instructed that while introducing we must introduce ourselves with self confidence. Each participant found their **partner** through month of birth or choice of color. Sitting face to face they will try to collect information from each other first. The pairs get 5 minutes time to know each other. During introductory session participants were guided with following OPTIONS to make self introduction easy:

1. Name :
2. Address:
3. Nature of work:
4. Self introduction:
5. Single similarities & dissimilarities with the partner:

On the basis of above options each pair one by one introduce her partner in front of all. Participants successfully present each other's information.

### **Participants Expectations**

Participants were then invited to write down their expectations from the workshop. Each participant was given a piece of small card to write down their individual expectations. At the end, all written cards were then collected and were pasted on the Board and it had the following items:

<b>Sl. No.</b>	<b>Expectation</b>
1.	Expect excellent training and want to full fill desire
2.	Expect good opportunity
3.	Want to know how we will work with HBWs and technique to become skilled trainer
4.	How we can advance or progress
5.	Want to learn something new and train others. Establish women in front of the world Want to learn something by which HBWs will be able to work from their home and self dependent
6.	I work in beauty parlor , interested to establish beauty parlor, want to know more about beatification



7.	I am learning beautification, how can I progress through this profession
8.	Like you( SEWA) I want to establish myself as a successful HBW Want to make our organization familiar in our country Want to visit places and see by our own eyes that how other HBWs are working in different countries
9.	Teach us those works that we can easily learn, Gradually, turn to the more hard work
10.	Want to learn such things by which I can progress and also our organization Want to know easy marketing linkages for our organizational products
11.	How we will be organized How to deal with HBWs How to inspire them in work How to collect work order How to guide them
12.	Came here with need Want to know how we can enhance our demand
13.	Through this workshop want to how to expand my organization and future dream is to place the organization in a higher place
14.	Want to know how we will work with HBWs and techniques to become skilled trainer
15.	Want to learn more about how we will be able to present our works in front of human society How to increase quality of our present works How to do marketing of product internationally How can our organization improve/advance How to set up organization for me and enable women to join together with all
16.	Came here to learn something, you all are good enough, It has increased our needs, want to benefitted from this session and gain something and able to speak like you all
17.	Want brief discussion on how we will be organize Want to go ahead
18.	How to make organization sustainable and proceed forward
19.	Want to learn more from you, make our organization strong and go ahead Want training from abroad so that we can work better with all group members
20.	Set upping organization we want to make progress, HBWs become strong and get fair price for their works
21.	I have learnt tailoring; have no sewing machine. Due to that

	can't not work. Want dress making work and machine Electricity and Water supply is a regular problem in my area. Came here with expectation for making peace of my area
22.	Want linkages with foreign countries for our products
23.	Want to achieve respect as a women in the family and in the society as a whole
24.	Brief discussion on how we will be organized and become able to proceed forward
25.	Want our identify and recognition in the society,
26.	Want to learn thing by which organizational progress can happen Want to learn new rules and regulations of Somity
27.	I am a curchupi worker want to set up an organization, Where all neglected women of the society will be working and want our identity Want some rules and regulations
28.	Want to learn more things, which will enable us to get proper understanding through discussion
29.	Want to get clear idea and knowledge regarding our work Expect guidelines so that we could introduce us as successful women through our works
30.	Having 3 days learning want to present myself strongly in front of others Want to know how we can work successfully
31.	I want to learn works through 3 days workshop and to share learning and expectations to others Expect acquire techniques how to work with pleasure

Besides above expectations participants also willing to know more about packaging, marketing, acquire organizing skills. On behalf of participants opined that hopefully we will be able to fulfill our expectations during discussion of this workshop.

### **Group Work**

This session was facilitated by Ms Manisha. She also remind them that time has come to put into operation your morning song theme, which was meant to enable participants describe HBWs position and condition in the society. Brain Storming exercise followed by presentation

Participants were asked to form a group of 5 – 6 person in a group to do the group work. Thus 5 groups formed. Under particular 4 points they will discuss the issues within half an hour time and write down their opinion on the flip chart and one group leader will present on behalf of the group. It was requested that writing must be clear and in a bold format so that everybody can understand.

The facilitator then began probing to enable participants think deeply about their own, drawing from their own life experiences. This culminated into group work for in-depth reflection.

**1<sup>st</sup> group work on given 4 questions on 13.05.2012**

Mirpur 11, Concer Camp, Group 3 Group Member NO. 6 ( Sl. – 1 )

**Question. No. 01.**

- Mention 4 main steps those are involved/related in the work you are working on

Answer : 01. Order collection through middleman

02. Collection of raw materials

02. Complete work within given time

03. Waiting for fair wages

**Question. No. 02.**

- Mention present situation of the work

Answer : 01. Not getting fair wages

02. We are deprived of fair wages as because of middleman

02. Not having work regularly

03. Price of production materials are increasing rapidly

**Question. No. 03.**

- Mention Problems facing during the work

Answer : 01. Family problem

02. Gas problem

03. Electricity

04. Health

05. Capital

06. Social

07. Identity

08. Residence

09. Transportation

10. Marketing

11. Skilled Worker

**Question. No. 04.** How the problems can be solved & who will be responsible to solve the problems?

Answer : 01. Problems will be solved by organizing community

02. Through helpful or likeminded organization

03. Through HNSA,SEWA & OSHI

The group leading presented her group work. She gave a brief picture on all related questions.

We are to depend on middlemen for work collection and payment. We are not paid fair prices. If orders could be collected directly from shop or outlet, maybe we will earn more wages than middleman. Prices of materials are increasing day by day.

We are not getting fair prices. As we are not organized, middleman takes advantage of it. The middleman finds someone who agreed to work with less rate gives works to them.

Our major problem is gas. Face several problems. Even it causes family problems. Because cooking delays, our production also delayed. We face health problems.

<b>Question. No. 01.</b> Mention 4 main steps that are involve in the work which you working on
Answer : 01. We do Kurchupi work sitting in a small room 02. Middleman provide us order and we work 03. Sometimes we purchase materials, sometimes ordering party provide material 04. Engaging all family members we work
<b>Question. No. 02.</b> Mention present situation of the work
Answer No. 01. Present working situation is very worse 02. Not having work regularly & wages in time 03. Wait to getting materials & time passes completion of work delayed
<b>Question. No. 03.</b> Mention Problems face during the work
Answer No. 01. Load shedding of Electricity, due to this work outside the room at day time and during evening cannot work
<b>Question. No. 04.</b> How the problems can be solved & who will be responsible to solve the problems?
Answer No. 01. Having our own organization we will be able to solve our problems 02. Through Financial support 03. Solving Electricity problem 04. Learning more new items of work through more skill training

**Group presentation:**

While leader of the group presenting the group work she mention that they have no organization and expected that after receiving training they will be able to set up their own organization. After setting up they will make the organization strong and try to solving the problems.

<b>Question. No. 01.</b> Mention 4 main steps that are involve in the work which you are working on
Answer No. 01. 01. Purchase Raw materials 02. Designing 03. Color matching 04. Taking preparation for production
<b>Question. No. 02.</b> Mention present situation of the work
Answer No. 01. Present working situation is down
<b>Question. No. 03.</b> Mention Problems face during the work
Answer No. 01. Working environment is not suitable not appropriate 02. Health problem lying in dwelling place 03. Transportation, Electricity, Water and Economic problem
<b>Question. No. 04.</b> How the problems can be solved & who will be responsible to solve the problems?
Answer No. 01. Came to attend training workshop to learn ways how to solve problems by ourselves

The group leader informed that they are engaged in Curchupi and show piece production. Being women collection of work order from man creates social problems. Only festival time we can get work orders.

In our life unexpected flood causes health problem. As it's a low land area during rain water floated all. Due to that we cannot go out in search of work. Communication system is not favorable.

Want learn how we can solve our own problem by ourselves and bring changes to our livelihood.

Bonosree/ Badda, Group – 2

(Sl. – 4)

<b>Question. No. 01.</b> Mention 4 main steps that are involve in the work which you working
Answer No. 01. Engaged in Curchupi work 02. Designing

03. Frame setting
04. Required material collection
05. Begin Production
<b>Question No. 02.</b> Mention present situation of the work
Answer No. 01. Work order insufficient, 02. Not getting fair wages
<b>Question. No. 03.</b> Mention Problems face during the work
Answer No. 01. Electricity, Water, Gas 02. Marketing of products 03. Appropriate working environment & place 04. Suffer Health problems such as less eye sight, Headache & back pain
<b>Question. No. 04.</b> How the problems can be solved & who will be responsible to solve the problems?
Answer No. 01. Become organize 02. Organized through MBO 03. Inform Govt. regarding our area problems 04. Make all united by explaining apparently through proper training

### **Group presentation**

The presenter leader mention that they in a severe electricity problem, which hamper their production. They are not linked to the marketing places. Collection of work order and marketing they are fully dependent on middleman. They have no proper sitting places, even they face production carrying problems due to transportation. Suffer occupational health problems and also they face financial crisis.

Forming team and building our organization together with community we will raise our voice from our HBWs platform to solve our long term problems.

Mirpur 02, Group 02, Gr. Member – 7 **(Sl. – 5)**

Question. No. 01. Mention 4 main steps that are involve in the work which you are working on
Answer No. 01. Collect work order from sources who have work

02. Purchase necessary materials
03. After collecting all materials work at home
04. Finishing works within given time give delivery of the product
Question No. 02. Mention present situation of the work
Answer No. 01. Average
Question. No. 03. Mention Problems face during the work
Answer No. 01. Non availability of necessary materials when required
02. Sickness
03. Lack of electricity
04. Lack of specific working place
05. Family problem
Question. No. 04. How the problems can be solved & who will be responsible to solve the problems?
Answer No. 01. Becoming Organized will solve problems
2. Counseling family members

### **Group presentation**

While leader of the group presenting the group work she point out that they get work order only during festivals. Not much work during the whole year. Our work fair is not fixed, so people try to give work to the worker who agreed for less. Receive work orders through middleman. Collecting materials there is also facing obstacles. As if any material is not available in Mirpur, we are to go far away.

Suffer from various health problems. Such as low eye sight or pain, back pain. We have also other civic problems. As electricity, gas and water. Including household works we are to fetch water. Sometime arise family problems due to becoming HBWs. Due to all related issues sometimes production delivery delayed. If we can organize ourselves and build team and bring power of togetherness we must be able to solve problems and overcome all barriers. Family members need counseling to increase their understanding regarding HBWs. As HBWs are also one of the earning member of the family working home. Their work is also valuable.

Chemicals used in Block and sound creates health problems. Land lord of the rented house and adjacent area people give objection. Have economic problem. Need to start own business.



## **Session : Women's contribution in national economy**

This session was facilitated by Ms. Sairaben asked the participants to tell about role of leaders in organizing and the objective of enabling the participants to identify a leader and her characteristics.

A game was played to identify a leader. One participant was selected as leader. Leader was asked to do several physical action, others will follow her action and do the same. There was One participant, who was waiting outside. She will enter into the room and observe every one and find and identify one who was doing all action correctly. Leader can work perfectly.

### **Viewing documentary: Invisible workers**

One scene Mother doing household works. Besides household works women are engaged several hard occupation like construction work, bidi worker, collect leafs from forest to make baskets, milking, during supplying products to the shops and back lying risk. That no value of life.. They work side by side of male counterpart. No life insurance policy, huddle together. Women are engaged in different occupation, their problem, engaged in risky works – all these view were seen in the documentary.

When asked about the role of women in Bangladesh participants answered that the scene is similar in Bangladesh like India.

### **Group Discussion**

Participants were asked to say what they understand from the word “Artho” and “Tantra”.

The facilitator helped to get the meaning of both the words. “Artho” means Money and “Tantra” means Occupation or work. Discussion taken place on how the gradual development of primitive civilization happened. We see women are engaged several steps of agriculture side by side of the male. Through she has no role in the process of selling. Males control her access. What are the reasons behind all this?

### **Reasons why women lag behind**

1. Unorganized
2. 20% organized and they serve under govt. and enjoy all facilities
3. 80% are not organized. Need to organize them. In the economy everybody has contribution. If HBWs stop working there will be problem in the country.

### **Summary of discussion**

- Women have contribution in the economy of the country.
- Participation in the economic advancement of the country
- Sitting in the home what things we do need to present in front of the family, society and govt. as a whole.
- We will initiate our identity

- Need to be organized

### **Session : Benefits of organizing**

This session was facilitated by Ms.Reemaben, drew attention to the importance of Organizing. Participants were told to stand in a circle. Somebody tried to enter into the circle, failed due to joint efforts. Through this role play participants learnt that if the bindings is loose, enemy may harm us.

### **Objective**

Build trust about the benefits of organized force. Organized efforts make own condition/place strong and very hard.

### **Learning from role play**

- Needed to organized
- Hard organization able to face obstacles
- United and strong efforts overcome all odd situation
- Needed to be strong
- Unitedly possible to build strong organization, no possibility to be cheated
- Needed to work unitedly to build organization
- Want fair price
- Nothing can be done alone
- Needed strong bindings
- Be Combined, be survive
- Be organized for self and family
- Win weaknesses
- Unity is strength
- Stability is vital
- To Establish our rights in the male dominating society, needed to gather unitedly
- We are many in number, if we become organized become able to raise our voice
- Help each other
- Able to resist outside power

### **Discussion**

Like holding hands play we need to stay strong. If weak, could not be surviving.

### **Organizing steps by participants**

How to talk in a meeting, standing gesture etc. learning is required. We need recognition of our identity. All come to the leader to get clear understanding. Together with all we are to proceed ahead with our own programs.

Saving is a compulsory aspect for all. Leader's responsibility is to make mutual understanding with the weak minded workers. We also try to bring all area people together.

**Mirpur 11 & 12**, There was a open question “ How will you set up your organization?” . One replied that I am a leader, work in Mirpur 11 & 12, have 25 members, 2 organizer. Grihomoni – is our somity. We make door to door visit and motivate them.

Objective of the organization: Brought together for doing business.

She informed that knowing about SEWA Bank they inspired for developing an organization.

**Mirpur 01**, Ruma is a leader, she formed a group. She wanted to know how she could set up organization under HNSA. She was sharing some organizing experience while motivating individual and community people, they wanted to know why Somity is needed and what will happen to their savings.

**Mirpur 02**, There is a Somity. Collect per head 100.00 in each month as savings starting from April. Total member 25.

**Benefit of savings:** During hard time the money helps people.

**Problem faced during organizing:** People of the area did not listen to her. Regular home visit, motivation, building relationship and trust the area people started asking about our entity and activities.

### **Bonosree/Badda**

**Problem faced during organizing:** Initial period, people avoided organizers. Now there is 2 Somity consisting of 25 members in each group.

All leaders asked for constitution, rules and regulation and by laws related to organization.

### **Recommendation**

Trust worthy

Day 02. 14.05.2012

The morning Day 2 was started with 2 prayer song. Meaning of the prayer song: Face problems applying strength and patience

A recapitulation of the previous day's learning by the participants through an interactive participatory discussion by the participants. This session was facilitated by Manisha. Participants were requested to mention their previous days learning and unaddressed issues.

### **Learning:**

- Making organization strong
- Women are contributing in the national economy

- Women are deprived of value of their labor
- Building organization through organizing HBWs
- Benefit of Organization & advantage
- Work in close cooperation, stay strong
- Role of a leader

### **Problems faced during organizing:**

- **Mistrust**

Ruma Mirpur 1 shared her experience how she overcome problems during organizing groups. She use to visit houses and assured them that the problem they are facing is similar to her. Day by day answering their several questions able to conduct meetings and develop organization.

### **How to develop organization**

- Through friendly discussion
- Trustworthy
- Developing close relationship
- Maintaining regular communication
- Being friendly
- Being their side during problem

### **Qualities of a leader**

After conducting at least 2 meetings acceptance and familiarity will increase. From this meeting who has quality to become leader & organizer could be traced and organization building initial initiative may begin. As much as people will join organization will be so much strong. Gradually, fresh HBWs will join, this will increase number. Social attitude towards HBWs will change. Perform civil society responsibility through this organization. Not only conducting meetings, hold discussion on problems and try to find out possible solution jointly. Receiving membership fees may cause misunderstanding.

Reemaben shared her experience that asking for membership fees caused misunderstanding and failed to set up organization. Next time they went to her house and stay whole day. Leader talked to the women and her family. As a result the women become convinced and paid fees and become cooperative member.

Leaders is to accommodate stressful situation. For holding meetings it's not necessary to use leaders place all the time. It may be anybody who has enough place for meeting may be used. First step of the organization is to develop relationship. Participants are at the initial stage of organizing. So, they are suggested to increase strength and number of members. Make everybody understand their own problems. We will be organized as HBWs why should we pay fees? Answer is much easy. The money will be spent for purchasing register for enlisting names of HBWs and as conveyance & others. After collection money receipt will be provided and their signature will also be collected.

In Gujrat Bidi workers enjoy several facilities. Knowing that there is rule and labor laws for Bidi workers they forced Govt. to implement.

**Documentary viewed on Trade union in Gujrat:** A group of women were engaged recycling works for their livelihood. Through separating things and including women organization took place. 5000 women are organized.

### **Process of getting organized**

- Building trust
- Personal relationship
- SEWA example (recycling workers)

### **Obstacles of getting organized**

- Social problem
- Financial problem

### **Importance of leadership**

This session was facilitated by Ms.Sairaben drew attention to the importance of leadership through a game. In the middle 2 were sited back to back. One was saying other one please keep this paper in the bag. She asked to put more than one paper of different sized following her instruction. Thus 2 pairs of participants played the game. One participant who was listening and putting materials inside the bag did accordingly. Other one not.

### **Learning**

- If communication done properly, work must be done correctly
- Receivers also should have quality of receiving
- Leaders should have quality for guiding and directing
- Leader should also be instructor
- Communication should be 2 way
- Leader should be polite
- Quality to draw attention of the audience
- Should be attentive
- Be careful in using words
- Exceptional mind set up

### **Game on leadership**

2 groups played the game. On the ground a piece of paper with number was kept. One by one through coin on the number by this way someone could through properly and got numbers. Somebody not.

### **Learning from the game**

- Goal setting is necessary

- Need self confidence
- Need concentration
- Setting target
- Be Endeavour & courageous
- More communicative

Why leader is required

- Because of discipline like engine of a train
- One leader will create more leaders to lead
- Be spokesman of the group

### **Role play**

4 groups were formed for role play. They were asked within 10 mins. time they will generate idea for role play and make the issue clear so that everybody can understand. Through acting they wanted to show practical exercises on our day to day problems and how these could be solved by the leader.

### **Learning**

- Alone cannot do anything
- Along with group member leader under the platform of organization may solve problems

### **Viewing case study video**

#### **Learning**

- Women empowerment in India
- Proper training and guidance can bring change in life
- Gain understanding on equal rights and empowerment

Day 03. 15.05.2012

The morning Day 3 was started with 2 prayer song. Meaning of the prayer song: Face problems applying strength and patience

A recapitulation of the previous day's learning by the participants through an interactive participatory discussion by the participants. This session was facilitated by Sairaben.

#### **Learning**

- We are aware for solving problems where to go and how to talk
- How we be organized
- Qualities of a leader
- Goal setting
- Gain practical knowledge

## **Viewing video on women empowerment: I am shakti**

This session was facilitated by Ms. Sairaben & Ms. Manishaben. SEWA Academy is engaged to bring unutilized work force into front through skill training and bring change in their lives.

There is difference in between man and woman. Facilitators asked participants to mention some symptoms of man and women to identify. Women as mother and she have many roles.

A chart shown on economic & social situation of women

Women have have to work 18 hours a day. But carry no value. She is the early riser and late at bed. She support all family members including his husband. Husband works only 8-10 hours. During this session the differences between man and women labor become clear.

Discussion taken place on several SEWA Training. There are many women getting training from SEWA could change their life and moving forward.

## **Demonstration on Video for learning**

Participants were asked to put both the hand side for 5 min. Without support its painful .

## **Learning**

Society put restriction on women. It has limited women's life. Society may change one day. Awake Women power. One Rickshawpuller has dream to learn operating Video camera.

## **Case study**

Warm up play. Reemaben facilitated the session .Learning from the videos SEWA that similar problems lying in Bangladesh. If its possible in India why not in Bangladesh.

Emphasizes the necessity and importance of **CBO formation.**, **b) Steps in the formation of the CBO**, In India to solve day to day problem 500 member under one CBO. Its important to form CBO and sustain unity of the members.

Participants were asked whether they have anything to know. There were no question, so facilitaton Mr. Manishaben asked the participants one by one to write down 3 days training feedback.

## **Feedback & Evaluation by Participants**

Event Title: Training on Organizing & Leadership

Dates of Event From 13th May To 15th May 2012

Name of the participant: Munni

1.

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: Learned many things and will be able to impart knowledge
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Received Training as per my expectation. Expect more from OSHI & HNSA
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: This training have been conducted by shared understanding of both the parties
<b>Question No. 04. How were the Trainers?</b>
Answer: Extremely good.
<b>Question No. 05. How was the food and Other Arrangements/Facilities?</b>
Answer: It was fine.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: We want such training more.

### **Feedback & Evaluation by Participants**

Event Title: Training on Organizing & Leadership

Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012

2. Name of the participant: Sayera

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: Learned from this training that our organization is to be established by ourselves. And we must do. My expectations completely fulfilled
<b>Question No. 02. Did the training meet your expectations?</b>



Answer: My expectation from this training completely fulfilled
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes. this training have been conducted by shared understanding of both the parties
<b>Question No. 04. How were the Trainers?</b>
Answer: The trainers were enough good. They trained us well, as because of that we are encouraged to establish organization by our own and make the organization more big and gradually biggest
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Everything was good.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: As many as we will participate in training will be good for organization. Want more training.

## Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**Name of the participant: Hasina**

**03**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: My learning from this training could understand trainers discussion, which did not learn from meetings. Before training I had less courage. I was able to answer trainer's questions during training and I was pleased and it also increased my courage.
<b>Question No. 02. Did the training meet your expectations?</b>
Answer:
<b>Question No. 03. Did this training have been conducted by shared understanding</b>

<b>of both the parties?</b>
Answer:
<b>Question No. 04. How were the Trainers?</b>
Answer: The training was enough good.
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Similar Meal arrangement. During taking meal came to know that Beef Biriani is not cooked. Why?
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: Want better training in future.

### **Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**Name of the participant: Mitu Akhter**

**04**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: Learned many things from this training. How we will be organized and what sorts of organization we will establish, learned how in a organised way problems could be solved, if it's a big. Learned that if we work by setting goals and confidence, we will succeed.
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>

Answer: Good. Interpretation should be needed into Bengali
<b>Question No. 04. How were the Trainers?</b>
Answer: The training was enough good.
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Minimum
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: Training duration should be 5 days instead of 3

### **Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**Name of the participant: Shahinur**

**05**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: Learned many useful lessons from this training. How we will set up organization,, responsibilities of a leader
<b>Question No. 02. Did the training meet your expectations?</b>
Answer:
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: The training was enough good. We want more such training
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Very good.
<b>Question No. 06. What steps should be taken in organizing this type of Training</b>

<b>in future?</b>
Answer: More good

## Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**06Name of the participant: Fatema**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: Learned many things from this training. How we will be organized and what sorts of organization we will establish, learned how in a organised way problems could be solved, if it's a big. Learned that if we work by setting goals and confidence, we will succeed.
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: The training was enough good.
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Minimum
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: Training duration should be 5 days. If its 5 days duration we could learn more elaborately.

## Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**07Name of the participant: Rupa**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: Learned many things from this training. How to set up organization, how to impart knowledge, leader's courage, how to talk with community awareness and develop trust.
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: OK
<b>Question No. 04. How were the Trainers?</b>
Answer: The training was enough good.
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Enough good.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: Training duration should be 5 days. If its 5 days duration we could learn more elaborately.

## Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**08Name of the participant: Kalpana**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. How we will be organized and what sorts of organization we will establish, learned how in a organised way problems could be solved, if it's a big. Learned that if we work by setting goals and confidence, we will succeed.
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: The training was enough good. Interpretation should be needed into Bengali
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Minimum
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: Training duration should increase.

**Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**09Name of the participant: Rehana**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. How the organization will be strong and we can proceed ahead
<b>Question No. 02. Did the training meet your expectations?</b>
Answer:

<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes. I am glad as because of this.
<b>Question No. 04. How were the Trainers?</b>
Answer:
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Enough good
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer:

### **Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**10Name of the participant: Sabana**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Role of leader and steps of doing things right way
<b>Question No. 02. Did the training meet your expectations?</b>
Answer:
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: OK
<b>Question No. 04. How were the Trainers?</b>
Answer: Good enough. Expect that these trainers again will be our trainer in future
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>

Answer: Enough good

Question No. 06. **What steps should be taken in organizing this type of Training in future?**

Answer:

### **Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**11Name of the participant: Ruma**

Question No. 01. **What did you learn from 3 days training?**

Answer: : Learned many things from this training. Understand that no one can work alone, which can be make possible in a organized way, Quality of leader and how to manage organization

Question No. 02. **Did the training meet your expectations?**

Answer:

Question No. 03. **Did this training have been conducted by shared understanding of both the parties?**

Answer: Yes.

Question No. 04. **How were the Trainers?**

Answer: Good enough. Friendly and deliver all things in a easy way

Question No. 05. **How were the food and Other Arrangements/Facilities?**

Answer: Enough good

Question No. 06. **What steps should be taken in organizing this type of Training in future?**

Answer:

### **Feedback & Evaluation by Participants**



**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**12Name of the participant: Kusum**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. How to set up organization, how to impart knowledge
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: Good enough.
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Enough good. We are glad.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer:

**Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**13Name of the participant: Ahama**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Such as we should be united, no one

can work alone, set up goal and organization, how to overcome barriers jointly
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: Good enough. Deliberating capacity was good. We like them
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Enough good.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: Any other new things should be added and want training related to work. More nice training expect

## Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

### 14.Name of the participant: Sinthia

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. How we will be organized and what sorts of organization we will establish, learned how in a organised way problems could be solved, how to run organization. Through games we received the clear idea about the strong role of organization
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes. Partial
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>

Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: Good enough. Friendly and sisterly
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Minimum. Electricity failure caused continuous viewing Video
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer:

### **Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**15.Name of the participant: Shahanaz**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. How we can proceed forward.
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes. Partial
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: Good enough. Friendly and sisterly
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Enough good.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer:

## Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**16 Name of the participant: Parveen**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. How we will be organized and what sorts of organization we will establish, how to fight for rights
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: Good enough. Deliberating capacity was good. I like them
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Minimum. Electricity failure caused continuous viewing Video
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: Duration should be increased

## Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**17Name of the participant: Taslima**

Question No. 01. <b>What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. How set up of organization
Question No. 02. <b>Did the training meet your expectations?</b>
Answer:
Question No. 03. <b>Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
Question No. 04. <b>How were the Trainers?</b>
Answer: They brought us in front of light from dark
Question No. 05. <b>How were the food and Other Arrangements/Facilities?</b>
Answer: Good
Question No. 06. <b>What steps should be taken in organizing this type of Training in future?</b>
Answer

**Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**18Name of the participant: Lipi**

Question No. 01. <b>What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Why organization to set up, benefit of it, leaders quality, How to set up organization
Question No. 02. <b>Did the training meet your expectations?</b>
Answer: Yes.
Question No. 03. <b>Did this training have been conducted by shared understanding of both the parties?</b>

Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
<i>Answer:</i> Quite good. We understood the issues easily
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Good
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer:

### Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**19Name of the participant: Tania**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Why organization to set up, befit of it, leaders quality, How to set up organization
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
<i>Answer:</i> Good.
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Good
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>

Answer: Duration should be increased

### Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**20Name of the participant: Shanta**

Question No. 01. What did you learn from 3 days training?
Answer: : Learned many things from this training. How to set up organization, befit of it,
Question No. 02. Did the training meet your expectations?
Answer: Yes.
Question No. 03. Did this training have been conducted by shared understanding of both the parties?
Answer: Yes.
Question No. 04. How were the Trainers?
Answer: Good. We could understand issues easily what they discussed
Question No. 05. How were the food and Other Arrangements/Facilities?
Answer: Good
Question No. 06. What steps should be taken in organizing this type of Training in future?
Answer:

### Feedback & Evaluation by Participants

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**21Name of the participant: Sharmin**

Question No. 01. What did you learn from 3 days training?
Answer: : Learned many things from this training. Set up organization & its strength,
Question No. 02. Did the training meet your expectations?
Answer: Yes.
Question No. 03. Did this training have been conducted by shared understanding of both the parties?
Answer: Yes.
Question No. 04. How were the Trainers?
Answer: Good.
Question No. 05. How were the food and Other Arrangements/Facilities?
Answer: Quite Good
Question No. 06. What steps should be taken in organizing this type of Training in future?
Answer:

**Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**22Name of the participant: Razia**

Question No. 01. What did you learn from 3 days training?
Answer: : Learned many things from this training. Set up organization & its strength, how to solve problems, how to talk with members, qualities of a leader, how to make organization sustainable
Question No. 02. Did the training meet your expectations?
Answer: Yes.



<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
<i>Answer:</i> Good. Presentation was good.
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Quite Good.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer:

### **Feedback & Evaluation by Participants**

Event Title: Training on Organizing & Leadership

Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012

**23Name of the participant: Sahera**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Learned regarding unity, if the benefits of right goal setting, qualities of a leader,
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Partial.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
<i>Answer:</i> Good. Understood easity
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Quite Good.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer:

## Feedback & Evaluation by Participants

Event Title: Training on Organizing & Leadership

Dates of Event From 13th May To 15th May 2012

### 24 Name of the participant: Jannatul Ferdous

Question No. 01. <b>What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Such as how Set up organization & manage how to solve problems,
Question No. 02. <b>Did the training meet your expectations?</b>
Answer: Partial.
Question No. 03. <b>Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
Question No. 04. <b>How were the Trainers?</b>
Answer: Quite nice
Question No. 05. <b>How were the food and Other Arrangements/Facilities?</b>
Answer: Quite Good.
Question No. 06. <b>What steps should be taken in organizing this type of Training in future?</b>
Answer: Conduct training by Skilled Trainers

## Feedback & Evaluation by Participants

Event Title: Training on Organizing & Leadership

Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012

### 25 Name of the participant: Chadni

Question No. 01. <b>What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Such as how Set up organization &

role of leader, and how solve problems,
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
<i>Answer: Quite nice</i>
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Quite Good.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer:

### **Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**26Name of the participant: Parvin**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Such as Unity and how to solve problems,
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
<i>Answer: Good</i>
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Good.

Question No. 06. <b>What steps should be taken in organizing this type of Training in future?</b>
Answer:

**Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**27Name of the participant: Farida, Monipur**

Question No. 01. <b>What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Such as how to organize
Question No. 02. <b>Did the training meet your expectations?</b>
Answer: Yes.
Question No. 03. <b>Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
Question No. 04. <b>How were the Trainers?</b>
Answer: Good
Question No. 05. <b>How were the food and Other Arrangements/Facilities?</b>
Answer: Good.
Question No. 06. <b>What steps should be taken in organizing this type of Training in future?</b>
Answer:

**Feedback & Evaluation by Participants**

**Event Title: Training on Organizing & Leadership**

**Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012**

**28Name of the participant: Zarina**

Question No. 01. <b>What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Such as how to organize
Question No. 02. <b>Did the training meet your expectations?</b>

Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: Good
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Good.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer: Language should be Bengali. Duration should be more long

Feedback & Evaluation by Participants  
Event Title: Training on Organizing & Leadership  
Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012

**29 Name of the participant: Nasima**

<b>Question No. 01. What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Such as how to organize, goal set, quality of leader, benefit of unity
<b>Question No. 02. Did the training meet your expectations?</b>
Answer: Yes.
<b>Question No. 03. Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
<b>Question No. 04. How were the Trainers?</b>
Answer: Good
<b>Question No. 05. How were the food and Other Arrangements/Facilities?</b>
Answer: Good.
<b>Question No. 06. What steps should be taken in organizing this type of Training in future?</b>
Answer:

Feedback & Evaluation by Participants  
Event Title: Training on Organizing & Leadership  
Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012

**30 Name of the participant: Firoza**

Question No. 01. <b>What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Such as how to set up organization,
Question No. 02. <b>Did the training meet your expectations?</b>
Answer: Partial
Question No. 03. <b>Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.
Question No. 04. <b>How were the Trainers?</b>
Answer: Due to Hindi language some issues was difficult to understand
Question No. 05. <b>How were the food and Other Arrangements/Facilities?</b>
Answer: Good.
Question No. 06. <b>What steps should be taken in organizing this type of Training in future?</b>
Answer: Everything should be in Bengali

Feedback & Evaluation by Participants  
Event Title: Training on Organizing & Leadership  
Dates of Event From 13<sup>th</sup> May To 15<sup>th</sup> May 2012

**31 Name of the participant: Moni**

Question No. 01. <b>What did you learn from 3 days training?</b>
Answer: : Learned many things from this training. Such as how to set up organization ,
Question No. 02. <b>Did the training meet your expectations?</b>
Answer
Question No. 03. <b>Did this training have been conducted by shared understanding of both the parties?</b>
Answer: Yes.

Question No. 04. <b>How were the Trainers?</b>
Answer: Good.
Question No. 05. <b>How were the food and Other Arrangements/Facilities?</b>
Answer: Good. Menu was repetition of previous one
Question No. 06. <b>What steps should be taken in organizing this type of Training in future?</b>
Answer:

**Participants were given assignment to prepare group wise planning for next 6 month**

**6 months Planning**

Mirpur 11,12,Sangbadik plot & Beguntila

Participants were given 4 areas/issues to present their Planning

1. Mention 1 major civic problem in your area and how you will solve the problem
Answer 01. Electricity & Water
Planning
Areas/ Issues: 01. Mention during 6 months time how many HBWs you will organize? And how, who , where and who will perform what responsibility
Ans. 1000 HBWs will be organized Our organization will be set up Conduct 2 meetings in each month Trained up them through gained knowledge Develop friendship with them We will try to solve problem areawise through our organization

**6 months Planning**

Mirpur 02, Taltola, Monipur

Participants were given 4 areas/issues to present their Planning

1. Mention 1 major civic problem in your area and how you will solve the problem
Answer 01. Higher house rent & Gas
Planning
Areas/ Issues: 01. Mention during 6 months time how many HBWs you will organize? And how, who , where and who will perform what responsibility
Ans. 150 HBWs will be organized Daily discussion with the workers Our organization will be set up Conduct 2 meetings in each month

Keep regular communication with them  
 Manage to keep refreshment  
 Leader will be selected through consent of all  
 Need place to hold meeting

6 months Planning  
 Bonosree/Badda

Participants were given 4 areas/issues to present their Planning

1. Mention 1 major civic problem in your area and how you will solve the problem
Answer 01. Electricity
Planning
Areas/ Issues: 01. Mention during 6 months time how many HBWs you will organize? And how, who, where and who will perform what responsibility
Answer. 01. 250 HBWs will be organized Our organization will be set up Discussion meeting will be conducted Home to home communication Conduct 2 meetings in each month Keep regular communication with all members Area wise cell Formation Assign responsibility Through discussion fixation fees Required materials: Register, Pen, Distribute poster or lift let if found

6 months Planning  
 Mirpur - 01

Participants were given 4 areas/issues to present their Planning

1. Mention 1 major civic problem in your area and how you will solve the problem
Answer 01. Electricity
Planning
Areas/ Issues: 01. Mention during 6 months time how many HBWs you will organize? And how, who, where and who will perform what responsibility
Answer. 01. 500 HBWs will be organized Conduct 1 general meeting all Agenda will be: Leader will be selected through consent of all Treasurer selection accepted by all Selection of General Secretary Enlisting names of members Monthly fee fixation Encourage members for savings Conduct 2 meetings in each month Identify members existing facilities & difficulties



6 months Planning  
Mirpur 11, Avenue 05, Consurl Camp  
Participants were given 4 areas/issues to present their Planning

1. Mention 1 major civic problem in your area and how you will solve the problem
Answer 01. Due to Open drain of Consurl Camp face many problems, dirty water spread out diseases. No such drainage system
Action: All of the organization jointly will try to solve the problem
Planning
Areas/ Issues: 01. Mention during 6 months time how many HBWs you will organize? And how, who, where and who will perform what responsibility
Ans. 400 HBWs will be organized Conduct 2 meetings in each month Motivational work every day Team wise will visit fields All will be besides of all during difficulties

### **Concluding session**

During end of the training session Reemaben remind participants that your learning through 3 days should be used and implemented. Thanked for all support. We together with sing inspiring songs, hope you will be able to implement accordingly.

Ms. China Rahman of OSHI thanked all and requested participants to become attentive to use all these learning into work.

Participants mention that they have learnt may unknown aspects and expect continuous cooperation from OSHI< SEWA and HNSA.

Sareeta thanked all and addressing the participants she said that you all are trainers we hope that you all will be able to work perfectly. She also thanked SEWA & HNSA for their contribution. Expect that they will attend meeting when they will be invited.