

Annexure VIII

The Fifth Gender, Water and Equity Training Workshop

June 14- 18, 2010, Kathmandu, Nepal

Evaluation Report



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Introduction

The fifth Gender, Water and Equity Training (GWET) workshop was a 5 days training programme aimed to raise participants' awareness on key gender, water and equity issues in South Asia and challenges in mainstreaming a gender equity perspective in water policy and practice. It was carried out through a mix of participative and interactive sessions, classroom lectures, panel discussions, case study analysis, small group discussions and field exposure.

The training has an inbuilt mechanism of participatory evaluation throughout the training workshop. The evaluation exercise was meant for gauging areas where improvements could be made for future GWET workshops in terms of quality of sessions; course organisation; selection of facilitators and participants, management, relevance, efficiency and impact of the training. This report describes results of the evaluation exercise.

Methodology

The evaluation process used both formal and informal tools to assess the performance of the training. The tools were:

Daily Feedback:

Each working group constituting six to eight participants were assigned the task of collecting feedback on a daily basis from all participants, on a rotation basis. The daily feedback provided facilitators with an opportunity to understand participants' requirements and address them as far as possible during the present workshop. Besides the daily feedback, all the participants were asked to mention one good thing about the training and one thing which could be improved, at the end of the training program.

Questionnaire Survey:

A feedback form (Developed by Cap-Net – Annexure III) was used to receive responses from participants at the end of the training programme, on various aspects viz., relevance and novelty of the programme, methodology, content, structure and organization of the programme as well as performance of the resource persons.

Sign in and Sign off Exercise:

Participants were asked to record their expectations and fears at the beginning of the programme on small cards and paste on a common board. They were asked to revisit their statements at the end of the training programme to see if their expectations were met and whether their fears had been overcome.

Results

This section presents an analysis of the feedback provided by the participants. Detailed responses are provided in Annexure I and II.

1. Relevance of the training workshop to the participants' current work or function.

Responding to the query on relevance of the training to their current work/function, 22% of the participants felt the training to be very highly relevant while 56% found it as highly relevant. Thus, about 78% of the participants found the training to be more than relevant to their current work/function. While 15% of the respondents found the training to be moderately relevant, only 7% found it not too relevant (Fig. 1).

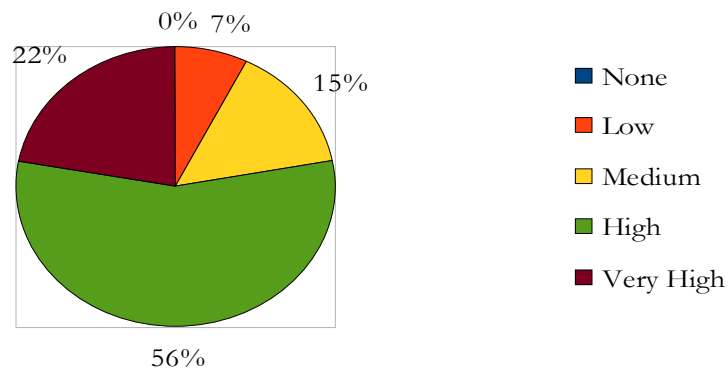


Fig. 1: Relevance of the training workshop

2. Extent of novelty of content / information acquired by participants during the training workshop

Almost 67% of the participants found the information disseminated during the training as having a lot of new content/information while 11% found the information very novel. Similarly 15% of the participants found the content to be moderately new, while 7% didn't agree to finding any new content (Fig. 2).

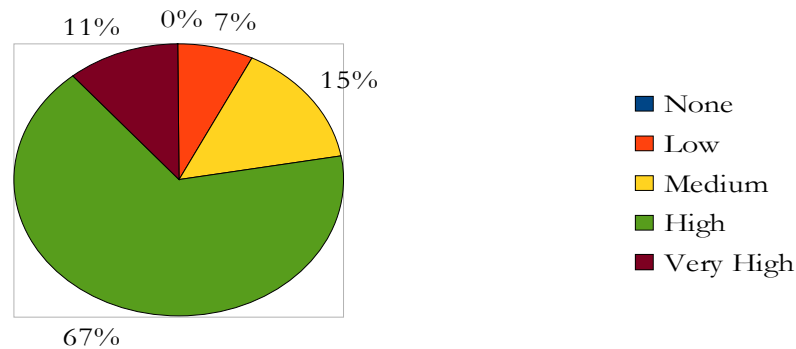


Fig. 2: Novelty of content / information

3. Relevance of the information / content for participants' work

Almost 59% (Very High: 7% & High: 52%) of the participants felt that the information/content acquired during the training as very relevant towards their work. 37% of the participants felt the information/content acquired, to be relatively less useful in their work while 4% felt that the content/information acquired may not be useful in their present work area/job role (Fig.3).

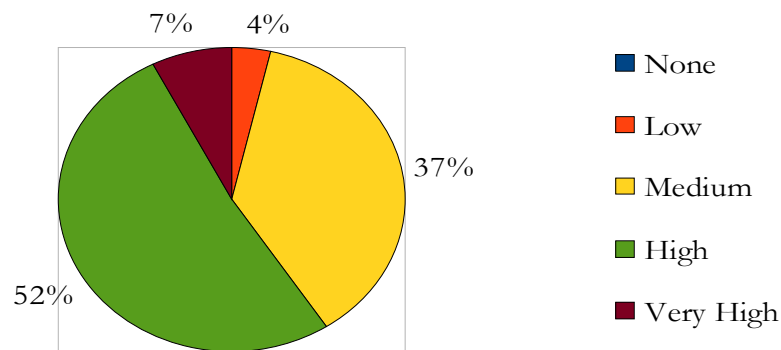


Fig.3: Relevance of the information / content

4. Did the training workshop reach participants expectations and objectives?

11% of the participants felt that the training workshop completely met their expectations and objectives. While 52% participants felt the workshop having met most of their expectations and objectives, 26% felt that the workshop having just met them. Only 11% of the participants felt that the workshop only met some of their expectations and objectives (Fig.4).

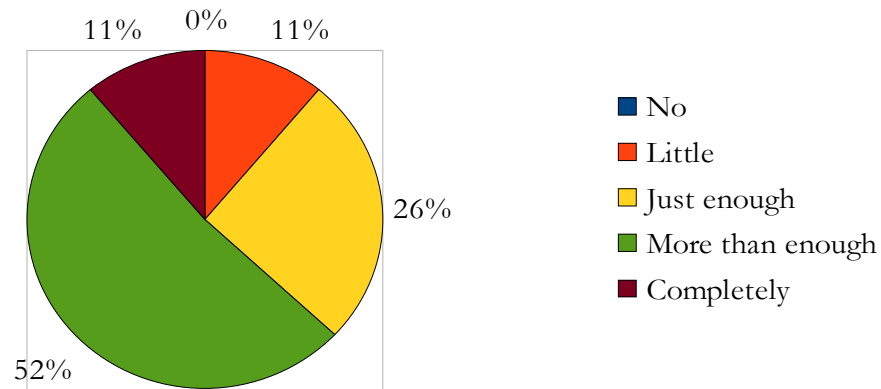


Fig. 4: Training workshop reach participants expectations and objectives

5. Quality of presentations of the different sessions

15% of the participants found the presentations to be excellent while 41% found them to be very good. Thus, 56% of the participants found the presentations to have exceeded their expectations. While 37% of the respondents found the presentations as good, 7% found them to be of average quality. None of the respondents found the presentations to be poor (Fig.5).

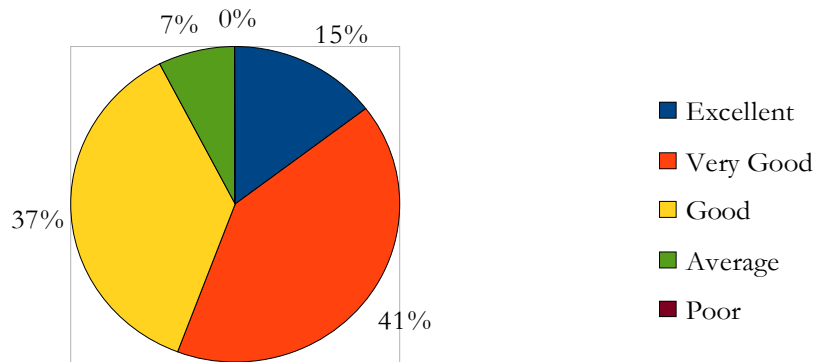


Fig. 5: Quality of presentations of the different sessions

6. Possibilities of participation during the training workshop

22% of the respondents felt participation possibilities to be excellent, while an overwhelming 63% found them to be very good. 15% found the participation possibilities to be good while none of the participants found it to be average or poor (Fig. 6).

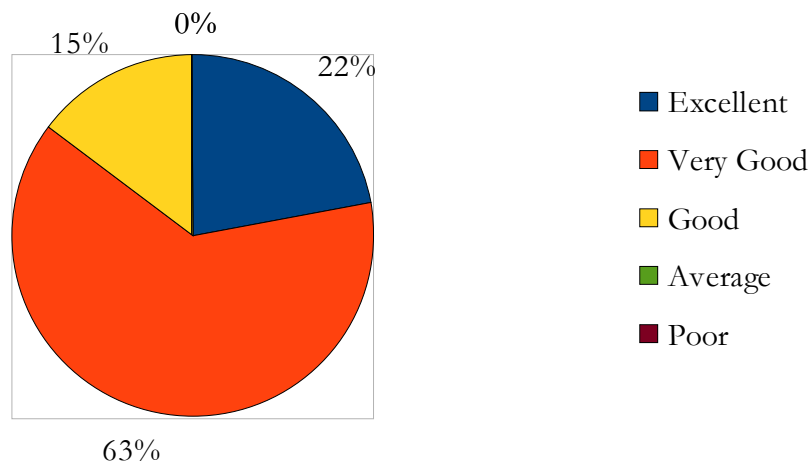


Fig.6: Possibilities of participation during the training workshop

7. Quality of supporting materials for the different sessions

19% of the participants found the quality of the supporting materials to be excellent while 56% found them to be very good. 22% of the participants responded that the supporting materials were good, while only 4% found them to be of average quality. None of the participants found the supporting materials to be of poor quality (Fig.7).

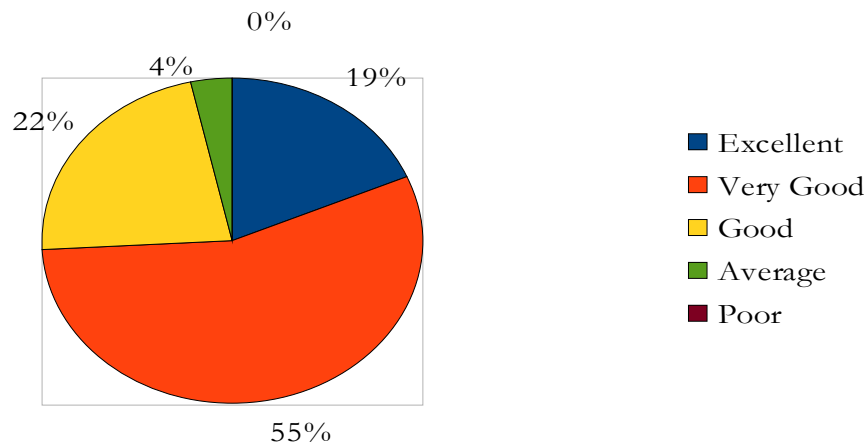


Fig. 7: Quality of supporting materials

8. Participants' plans regarding taking actions to implement the knowledge gained from the training workshop?

Most of the participants have agreed to incorporate gender and equity as an integral part of their work, once they return to their place of work. They would also sensitize their co-workers/colleagues on the importance of being gender sensitive and using gender as part of their ongoing as well as forthcoming projects. In the ongoing projects, the present status of gender would be examined. Some of the participants also wanted to incorporate gender in specific areas of their work like urban slums, hydro power projects etc., while there was also an idea of analyzing the present gender issues in governance and implementing gender as an aspect, in areas where it's not visible.

9. Suggestion/ Comments on the Course content:

Although a majority of the participants felt that the provided course material was good and comprehensive, some of them also had an opinion that time required to cover the material was inadequate and maybe the training could have been extended for a few more days. This would have helped in more meaningful discussions after the sessions, which seemed rushed. There was also a demand to make the material more grounded (examples from the field), as the material seemed to be dominated by theoretical aspects. Also, participants belonging to specific backgrounds felt a need to have illustrations from their field viz. energy, urban slums. The participants also appreciated skill oriented sessions and group works such as identifying practical & strategic gender needs and policy analysis. A clear topic on which participants demanded more time on was Gender Budgeting.

10. Suggestion/ Comments on Facilitation:

Overall, facilitation was found to be very good to excellent. Some facilitators were given overwhelmingly positive feedback. A participant suggested the use of video/pictorial presentations, while another felt that facilitation should be done by a neutral person with neutral views. It was also suggested that the structure of the workshop should rather be allowing more of best practices sharing and giving room to participants and not dividing facilitators into lecturing. Also, the facilitators should ensure equitable participation of all trainees, especially the quieter ones. Also minimizing photography during the sessions was suggested to prevent participants & facilitators from getting distracted.

11. Suggestion/ Comments on the Support materials:

Participants felt that the support materials were more than adequate. Some of them were unable to go through the entire set of materials due to its size as well as time constraints. There was also a reference of the materials being well organized. There was also a suggestion to send the materials in advance to participants to enable them to go through it. Also, a participant wanted the study material to be divided into various themes enabling participants to dwell into material relevant to their backgrounds. One of the participants' wanted to use the support material as training modules in his/her workplace.

12. Suggestion/ Comments on the Course organization:



Participants gave an overall thumb's up to the course organization part, as most of them found it to be good. There was specific feedback on the time allotted to some sessions, where participants felt that more time was required to be spent viz., Gender and Water for Production, Sanitation & Hygiene. There was also a demand to incorporate more practical experiences for better internalization. A participant also commended that minute details were also taken care of.

13. Any other Suggestion/ Comments:

Participants also realized the importance and necessity of having courses at two levels, basic and advanced, to cater the varied needs of participants who are at different levels of understanding on gender and equity issues. There were specific remarks on time constraints faced during the sessions. Participants felt that more time should have been allocated to all the sessions. Participants were divided on the field visit component, with some endorsing it and recommending more time on the field while a participant felt that as people were from development or similar backgrounds, going to the field might not add value to the learning. While some participants felt it as good to have focused trainings for homogenous groups, other recommended heterogeneity as it would facilitate more diverse exposure. Some of them also felt that it would be good to have resource persons from other South Asian countries (other than India) as well, in order to bring in a more diverse experience. Majority of the participants appreciated the logistics and found the workshop well planned.

14. Hopes / Expectations

At the start of the workshop, participants had to pen down their hopes/expectations. Almost all of them envisaged gender to be a large component of the workshop and their expectations revolved around understanding as to how gender could be a major and valuable component in their projects/work areas. They also hoped to acquire knowledge on the required tools and techniques as well as frameworks which they could use to bring gender into their work place. While majority of the participants had their expectations fulfilled, there were some who felt that the workshop has met some or none of their expectations.

Hopes / Expectations	Met / Not Met
How to integrate gender in planning implementation and management in water and sanitation sector	Met
How to relate Gender, Water and Equity issues in the sector of urban planning and development	Not Met
 What is equity & equality in terms of gender?  How to make people access on water rights issue at local level?	Met
Better understanding of gender methodologies & conceptual frameworks & perspectives to better integrate gender into research	No Response
How to act for empowering women	Not Met

Hopes / Expectations	Met / Not Met
Better understanding of gender issues under IWRM	No Response
Analysis of Gender Gap	No Response
I hope to learn skills to ensure women's participation in the new institutional arrangements so as to ensure their participation	Not Met
I expect to learn something new in Gender & Water	Not Met
I hope that I will learn more about the linkages between water and gender	Met
Equity in WASH explained enough for use in practical terms	Met
Strategic Gender programming with a framework on equity & inclusion	Met
Exchange of views/ideas of different countries so that I can apply in my country	Not Met
Understanding gender, gender mainstreaming, implementation of gender issues in practical	Met
To know about recent/new interventions in south-east Asia in policy, implementation, government, local & public level & what now gender really is?	Met
How do we do gender mainstreaming	No Response
Cross Learning	No Response
Our organization is planning to start work on menstrual health & hygiene so that the situation can be improved especially in schools so I want to learn about this issue and solutions	Met
Scenario on G & W in our region	Met
Understand the main issues related to water and gender linkage that ensure gender equity and hygiene water, sanitation	Met
✚ To know about gender, equity and water issue across the all sectors in South Asian countries.	No Response
✚ How these issues impact different marginalized groups/segments of societies	No Response
Learn about Gender, Water & Equity in WASH Cluster (in practical field)	No Response
✚ Understanding Gender Interventions	Met
✚ Satisfy donor gender inclusion in projects	Met
Framework of Gender Based Programming	Not Met
Methods to Analyse gender issues in water management	Not Met
Through this training, be able to recognize and identify gender issues in my country	Not Met
✚ Why gender agenda?	Met
✚ Integration in IWRM, now?	Met
I hope to go back with concepts, analytical frameworks to include gender in researching water issues	Not Met

Hopes / Expectations	Met / Not Met
To gain an in depth understanding of applying gender related models (how to go about it), to achieve the cause of women empowerment	Not Met
✚ I hope to learn effective tools and techniques to mainstream gender in water sector	Not Met
✚ Specially hope to learn analytical & critical review of policies	Met

15. Fears

Besides hopes/expectations, participants also had to make a note of their fear(s) or apprehensions regarding the workshop. At the completion of the workshop, participants had to assess whether their fears were overcome or reinforced further. A majority of the participants were able to conquer their fears but there were others, whose fears had been reinforced.

Fear(s)	Disappeared / Reinforced
Women and Sanitation Lost in Gender and Wash	Disappeared
Ability to conduct right research with gender framework	Disappeared
Not learning how gender analysis in research can actually make an impact on the ground	Disappeared
Issues Get Diluted	No Response
There may be no follow-up of the training and this will be like a one time event without assessing the impact made back home	No Response
Time	No Response
How to move beyond policy & institutionalization: ✚ Breaking the Social Barrier ✚ Restructuring the Mindset	Reinforced
If the workshop turns out to be presentations & a sort of vacation only	Reinforced
Distort the harmony on G & W with bad influence from region	Reinforced
Actual implementation / enforcement of the decisions?	No Response
Issues relating to participation & exclusion	No Response
Discussions remain too general	No Response
How gender issues are included in electricity generation?	Reinforced
Unsure how better gender analysis can make a real impact at the ground level / implementation level	No Response
When gender mainstreaming will be done?	No Response

Fear(s)	Disappeared / Reinforced
It is difficult to translate our gender related dreams into actions	No Response
Whether the training will support me while working in NWFP, because it is considered as one of the difficult regions	Reinforced
(Women) Gender & Inclusive approach are lost in WASH	No Response
Possibly I would not actively participate in the training because of lack of experience of working on gender, water and equity related field directly	Reinforced
I fear, may be it will be hard to implement my knowledge	Reinforced
Learn everything in given time frame enough??	Reinforced
The Dossier !!	No Response
<ul style="list-style-type: none"> ✚ Do not want the workshop to be conceptual only ✚ Some practical skills, best practices and issues would be highly helpful 	No Response
Too much theoretical inputs may lead to confusion in action	Reinforced
Will I implement that what I have learned from here in the GWET	Reinforced
Through the introduction and brief descriptions of organisers I think water and sanitation issues will be given more priorities than other water issues. Workshop may be monotonous and polarized towards sanitation and hygiene.	No Response
Maybe critical to incorporate in policy level for social discrimination	Reinforced
We are also working in disaster management/preparedness in Pakistan, whether it could be included / taught in this training?	No Response
Gender sensitization of policy makers	Disappeared
Beyond toilets – encompasses clean environment	No Response
<ul style="list-style-type: none"> ✚ Understanding policies of different countries ✚ Understanding how gender incorporate in irrigation sector 	No Response

Conclusion:

The fifth GWET workshop appeared to meet its goal of sensitizing participants on key gender, equity issues in the water sector in South Asia, as indicated by their willingness to incorporate gender and equity concerns as an integral part of their work. The overall assessment shows that participants found workshop very relevant and unique which met most of their expectations. The participants found the course content and support materials to be good and comprehensive. However, there was a clear demand for more skill oriented sessions and group works in the future. They also opined that time allocated for each session was inadequate and suggested that the training should be extended for a few more days. They also demanded more interactive sessions with video and pictorial presentations. More time for sharing best practices from the field was also recommended. There was a suggestion of having courses at two levels, basic and advanced, to cater the varied needs of participants who are at different levels of understanding on gender and equity issues.

Over all, the participants found the training well planned, where even minute details were taken care of. They also mentioned looking forward to an advanced level training workshop in the future.

Annexure: A (Individual responses on feedback forms)

Training Evaluation

Detailed Feedback

Total Trainees: 32

Total Number of respondents: 27

- Relevance of the course to your current work or function.

None	Low	Medium	High	Very high
0	2	4	15	6

- Extent to which you have acquired information / content that is new to you.

None	Low	Medium	High	Very high
0	2	4	18	3

- Relevance of the information / content that you have acquired for your work.

None	Low	Medium	High	Very high
0	1	10	14	2

- Did the course reach your expectations and objectives?

No	Little	Just enough	More than enough	Completely
	3	7	14	3

- The presentation of the different sessions was

Excellent	4
Very Good	11
Good	10
Average	2
Poor	0

- Participation possibilities during the course were

Excellent	6
Very Good	17
Good	4
Average	0
Poor	0

- **Supporting materials for the different sessions were**

Excellent	5
Very Good	15
Good	6
Average	1
Poor	

- **What action will you take now to implement the knowledge gained from this course?**

- ✚ Will be constructing gender friendly projects.
- ✚ Will be sharing the course material in the organization. Secondly, will be taking up this process with partners to examine their current implementation strategy. Will also do programs on gender in the future provided the opportunity.
- ✚ Will try try to draw practical and strategic gender needs within the organization and work area.
- ✚ Will go through the material once again and develop an appropriate framework addressing water, gender & equity. This would then be implemented in my work.
- ✚ Will make an attempt to integrate gender issues in water related research issues.
- ✚ Should include MHM in next program development. Would work for bringing change in programs and incorporate gender aspects viz., paradigm of women as efficiency improvers. Prioritizing activities as hygiene - sanitation - water.
- ✚ Making real impact in the lives of the poor specially women in my project areas by focusing on practical aspects instead of programmatic concerns.
- ✚ To apply the knowledge gained from the program in the field of hydropower studies, as far as possible.
- ✚ Would like to implement the learning by discussing directly with the Program Officers and would require support from the resource persons.
- ✚ Integrating knowledge on gender in research projects. Also, sensitizing colleagues on gender & hoping to develop a gender strategy at the work place.
- ✚ Will try to impose gender issues in future plans and be alert on them during the present job and make changes if required. Emphasizing more on gender, water and equity issues by writing articles in local newspapers and conducting research

personally. Would incorporate aspects learned, in their organization's training program.

- ✚ To go through the training material and implement the learning in their work area.
- ✚ Intervention on gender issues, including equity
- ✚ Will go through the session material and develop a framework on gender & water with the skills & techniques learned during the workshop. Subsequently, would like to apply some at the work place.
- ✚ We are establishing a low income and gender unit in my organisation, will make sure to incorporate SGN and PGN.
- ✚ I would like to use the knowledge in my work.
- ✚ Would like to use them in mainstream gender issues in politics, legislations etc.
- ✚ I will add some topics with my official work, especially slum based act.
- ✚ Will make sure to take gender aspects into consideration at work.
- ✚ I will try to analyze urban issues through a gender perspective, while working on urban planning and development.
- ✚ I will try to analyse the situation in my area in a better way with the help of knowledge gained.
- ✚ I will make a plan in our program activities in future (incorporate in our approval plan in future)
- ✚ Try to look at and analyse current policies in the context of gender equality.
- ✚ I will discuss some of topics relevant to our project with my project officials and implement in the project. Some of the topics will be very useful for sensitization of official staff.
- ✚ Continue my regular assignments with some of the newly acquired information from the workshop.
- ✚ First review the projects in terms of knowledge acquired during the training. Implement and monitor to get the desired results in terms of gender equity in water management, sanitation and hygiene.
- ✚ Start a gender group at my institute and try to get gender integrated in projects.

Please comment or make suggestions on the following

- **Course content:**

- ✚ Very vast. As participants do not have basic knowledge on these issues, some sessions were difficult to understand.
- ✚ Quite alright for five days. Gender budgeting is an important aspect of the training, which could have been taken up after the policy session. Exposure can be designed for a day rather than for a few hours.
- ✚ Course content was not sufficient and relevant to our work. There was just information and knowledge enhancement.
- ✚ Course contents are excellent but would have been more practical if it was provided with a theoretical framework and practical experience.
- ✚ Content can be improved by incorporating methodological approaches, analytical frameworks instead of just being another introduction to GWE issues.
- ✚ It was very good. A bit lost in WATSAN & Irrigation - livelihoods. This needs additional focus to look like an overall development concern. It maybe jelled with community development or RBA.
- ✚ Course contents are good but I think the implication of gender is not discussed in the energy sector which I really expected from this training.
- ✚ There should have been one complete day dedicated to building cohesiveness & openness in the group. The course should have included gender budget analysis as well.
- ✚ Very comprehensive & clearly presented. I suppose it must be difficult to adapt to the wide range of participants with different backgrounds. I feel more emphasis on concrete examples from the field to illustrate the theory would help to link theory and practice.
- ✚ It was excellent and participant oriented. But a little bit time intensive.
- ✚ The course contents were very informative and we learned a lot.
- ✚ Course content appeared to be good.
- ✚ More details would be appreciated on gender budgeting, benchmarking & indicators.
- ✚ Course content should be more diverse rather than repetition.
- ✚ Please include urban areas related case studies also in the course content.

- ✚ Time extensions during the sessions are most needed.
- ✚ Course contents were very comprehensive.
- ✚ The course contents were very good.
- ✚ Certain resource persons had totally biased / skewed views on certain issues. In a learning forum this would prove counter productive.
- ✚ In general, course content was very extensive. But some were more theoretical than practical. So, it would be better to include more practical material with visual illustrations.
- ✚ Course content covers all, but time duration for discussions should be increased.
- ✚ The course content was pretty good and relevant.
- ✚ The course content was good and very comprehensive.
- ✚ Considering the topic of the training, course content was prepared well.
- ✚ Few sessions were focused on purely water. The contents should be linked with gender in relation to upcoming scenarios in South Asia. The training duration should be extended to 5 days to cover all aspects comprehensively. There should be a follow up training to get first hand information on subjects taught during first round training.
- ✚ The course content was comprehensive.
- **Facilitation:**
 - ✚ With the exception of a couple of sessions, others were quite good in facilitation. It would be better if all the facilitators were present for all sessions, which can provide better understanding to participants. During evenings, some time can be kept for interaction with facilitators for clarifications.
 - ✚ Facilitation was very good.
 - ✚ Facilitation was excellent.
 - ✚ Facilitation was good, however criticism should not be allowed. The structure of the workshop should rather be allowing more of best practices sharing and giving room to participants and not dividing facilitators into lecturing.
 - ✚ Classes were focused on theories. Focus on practicals was few.

- ✚ Focus was more on classroom learning, which had very good content. But there were constrictions due to less time.
- ✚ Facilitation was very good. To enhance good group dynamics, specific task & role should be given to every group. There was good balance during presentations and group work.
- ✚ Would like to specially thank the team for organizing the training without any hassles.
- ✚ The facilitation was very good.
- ✚ The facilitation was very nice.
- ✚ Everybody was full of knowledge in their respective fields & also on the course contents.
- ✚ Facilitation was fair. But photography during discussions should be minimized as they cause disturbances in one's attention.
- ✚ The facilitation was excellent.
- ✚ The facilitation was good.
- ✚ The facilitation was good.
- ✚ The facilitation was good.
- ✚ Facilitation is really so wonderful.
- ✚ The facilitation was good.
- ✚ All the facilitators are excellent to their course and of course in delivery too. The documentary and pictorial presentation on sanitation was nice
- ✚ The facilitation was good.
- ✚ Majority of the sessions were good, but some were not. Can consider addition of more video presentations.
- ✚ Facilitation should be done by who is "neutral" and not utterly biased.
- ✚ Overall facilitation remained highly satisfactory.
- ✚ Facilitation was very good.

- **Support Materials:**

- ✚ Support materials are good but have not gone through.
- ✚ Not yet gone through the support material. But they are good for future reference. Participants can be updated in future with additional materials.
- ✚ Support materials are good.
- ✚ Support materials are enough.
- ✚ Haven't read most of the support materials. The reader (support material) could have been sent early. It is difficult to read given the tight schedule.
- ✚ Support materials were good and focused.
- ✚ Support materials are sufficient.
- ✚ Very rich support materials, which can be used as training modules at our level.
- ✚ Support materials could have been divided into thematic folders e.g. sanitation, drinking water, water for agriculture as not all subjects are relevant to the participants (which could have saved a lot of paper).
- ✚ Support material was sufficient and participants would be able to conduct research using them.
- ✚ Support materials are good.
- ✚ Support materials are not relevant (old fashioned).
- ✚ Reading materials are very helpful.
- ✚ Support materials are simply amazing..!
- ✚ Very comprehensive and well organized
- ✚ Support materials are good.
- ✚ Support materials are good.
- ✚ Support materials are good.
- ✚ Support materials are good.
- ✚ Support materials are enough and useful materials, even for future practice.

- ✚ Support materials are very good.
- ✚ All the support materials are useful for future works.
- ✚ The necessary support materials provided were well compiled.
- ✚ The support materials were very good.
- ✚ The support materials were adequate.
- ✚ Provision of support material on relevant session was also good appreciable.
- ✚ Support materials were very well selected but were perhaps a bit too lengthy.
- **Course organization:**
 - ✚ The course organization was great.
 - ✚ The course organization was good.
 - ✚ The course organization was excellent.
 - ✚ The time allocated for some sessions was too small (Gender and Water for Production). Two of the sessions of Sara and Archana seemed less interactive.
 - ✚ The training program was well organized.
 - ✚ Course organization was good.
 - ✚ Very well organised, with the nitty gritty taken care of. "Hats off" to Saciwaters.
 - ✚ (i) Very well organised* - We can feel that it has been organised several times before !
*regarding logistics, information provided to participants before the workshop, course itself
 - ✚ Course organization was very systematic and planned.
 - ✚ Course organization was good.
 - ✚ Course organization was very good.
 - ✚ Course organization was good.
 - ✚ Course was very well organized and extensive. Please include some course material on urban areas.
 - ✚ Course organization was nice.

- ✚ Course organization was great.
- ✚ Course organization was very good.
- ✚ Course organization was very good.
- ✚ If sanitation and hygiene part had been extended more, it would be even more informative and newer topic for me.
- ✚ Course organization was good.
- ✚ The courses seem good enough to internalise, if we add more practical experiences it will help to value add in future works.
- ✚ Hats off to the team.
- ✚ Course organization good. Sight seeing maybe added in future so that participants will enjoy the training more.
- ✚ Overall course organization was highly satisfactory.
- ✚ Course organization was very good.

- **Any other comments:**

- ✚ The assignments for group works were very long.
- ✚ Overall the training program was good. The flow between the sessions should have been uniform (the first two days relatively had lots of inputs). More practical work provides space for utilizing knowledge into action. Emphasis should be given on group work and fine tuning the utility of the knowledge into action. A follow up of the training program could be beneficial.
- ✚ Specially interested to learn some skill oriented aspects, which was discussed within the group as well. Participants were expected to learn Gender Budgeting, Gender Auditing, Gender Analysis and Social Audit.
- ✚ More organization during the training program and practical field visits were required.
- ✚ More time should have been allocated to discussion and debating.
- ✚ The workshop should keep growing with each session. Care should be taken with regards to participants' selection to result in more vigor and growth of learning during the workshop.

- ✚ Training should be practice oriented.
- ✚ The course duration should be increased by 2 days, so as to include a day on perspective building. It would also help to create cohesiveness & openness in the group. Gender budgeting and analysis should be a major part of the training program. There should be opportunities to analyze existing gender policies at I-NGO & funding agency levels. The training should be at two levels, the second being for people who want to be hard core gender advocates.
- ✚ Field visits are not as important for participants as, they are from the development and related sectors. Rather the time allotted for the field visit could have been distributed among the various sessions to reduce pressure on both facilitators and participants.
- ✚ The duration of classroom sessions was more than the field work. The field work component could have been larger.
- ✚ The logistics was terrible and was a waste of money. The training could have been done in a better homely and community environment.
- ✚ More details on gender and sanitation should have been addressed.
- ✚ The slides used in the sessions could have been sent a day earlier for participants to prepare before hand.
- ✚ Overall the training was very well coordinated.
- ✚ The training is even more necessary for other professionals rather than those working directly on gender, water and equity as these aspects can be included in any other profession as well.
- ✚ Gender meetings for males can be organized to make them realize about their responsibilities & role towards females
- ✚ Group formation during the period of the training could have been more flexible (each participant could have been a member of a different group in each session) such that there was more interaction among participants, rather than just being confined to one group throughout.
- ✚ Well Done !
- ✚ The duration of the training program should be extended. The aspects of Gender Budgeting and Gender Analysis should be included in the course.

Annexure B

Daily Feedback

Feedback for Day-1

- ✚ Single/ two resource persons for the entire day become somewhat monotonous, could it be smaller sessions with different resource persons.
- ✚ Participants/ presenters should be allowed more time to respond to queries during the Q&A sessions, which would essentially be prolonging of the duration of the Q & A session.
- ✚ First presentation was good, but second presentation was too fast
- ✚ Need for more energizers
- ✚ Nice participation levels, good job keep it up
- ✚ Cutting down of content because of time constraint is not justified
- ✚ 1st session was good but could have been better if more time had been given to develop understanding on gender, inter-alia
- ✚ Overall good sessions could be made more participatory than lecture type
- ✚ Less usage of power point be advocated
- ✚ Participants must be asked whether they are understanding the session or NOT
- ✚ Resource person shall go slow rather than too fast, just reading the presentations
- ✚ Resource person shall have ability to read participants faces during sessions and shall change the session as per their interest
- ✚ Such programmes normally/ essentially include at least ½ day sightseeing trip, overall not good value for money at all.

Feedback for Day-2

- ✚ Contents of the sessions were good and comprehensive, however there were constraints regarding time.
- ✚ Duration of Group Work on Day 2 was time consuming and less educative.
- ✚ Sessions should be more interactive (participatory).
- ✚ Training workshop was very participatory.

Feedback for Day-3

- ✚ Overall content was good, but a bit difficult to understand all of it for a person not from the water and gender topic. They were theoretical and could have been better if it has practical demonstration by video clips”.
- ✚ “The 1st session (From Women to Gender in Water Policy and Practices) was a bit boring while the session after lunch (activities) was interesting since participants participated actively
- ✚ More detailed discussions was needed on Gender Budget indicators
- ✚ Lectures should be with clips of case studies or some visual tools, easy to perceive the concept, like a photo speaks of thousand words”.
- ✚ Duplication of what was presented earlier. There could be presentation of few policies and analysis of it in terms of gender aspects. This would help intensify our understanding”;

- ✚ Some other members found “it was a good overview of key issues in policy – example particularly were interesting to illustrate the theoretical points. I think more emphasis on the concrete examples – could help improve the session
- ✚ 1st session was so informative but the information is already available on different web-sites and anyone can access to increase his or her knowledge rather than knowing terms & definitions of concepts – we were interested to learn technical skills: Gender budgeting, auditing, analysis & social audit in terms of gender participation in water.
- ✚ The group exercises were good”;
- ✚ “2nd session was good”; “Resource person has skills to make the group participate and bring attention”.
- ✚ Final session & group work of policy analysis was so practical and good.
- ✚ “Request to maintain the session timings, and not to go beyond time limit.

Feedback on overall training on Day 5:

I. Mention one positive thing about the training workshop




- ✚ Learnt details of Gender and Water.
- ✚ Lot of new issues was not known to me. This will help me in my work.
- ✚ Menstrual hygiene, integrated approach. Will try to build capacity within our team. All about right and equity.
- ✚ Works with the local government department. Gender is kind of an add-on. She has already attended this kind of training. People feel shy considering gender nuances at municipality level, except few women.
- ✚ I am convinced and sensitive. I am going to organize sensitization meeting at my office.
- ✚ Group exercises really helped to use the background. From them, one realizes how far one has come.
- ✚ We were talking only technical knowledge in our organisation. Training is so useful for me. I am in the field of urban planning. I will use gender and equity measures at work as well.
- ✚ More material on menstrual cycles.
- ✚ Sensitized but not I am convinced.
- ✚ I am involved in the technical sector. Will try to include gender.
- ✚ Earlier, I had exposure only on water but now gender is an integral part. Will try to incorporate this in our trainings.
- ✚ Got a gender lens
- ✚ Training is very good. It was helpful for me and I hope to apply it in my work area.
- ✚ All the sessions issues covered are practical. I liked the methodology.
- ✚ Was unable to understand some topics. It was a first time experience, the concept of equity in water. As a govt. worker, I am not sure, if I can apply it in my work.
- ✚ I will use it in my work. NGOs play a vital role in sensitization. Point from Srinivas was important. Govt. employees are key stakeholders and play a vital role as they are involved in policy making.

- ✚ Organisational level gender aspects will be part of it. Programming level – PGN are addressed. SGN will be emphasized. It's a challenge being individual. Will be more genuine about what I preach (Practice what I preach)
- ✚ Why one should be interested in gender. Interventions in South Asia are easy and human driven.
- ✚ Linking Gender with water and sanitation. I liked the policy analysis and how to read between the lines.
- ✚ It was a first, with regards to gender training and was an eye opener. It was a good reminder and I will be mainstreaming this issue.
- ✚ I am the only male in the water division. The training was an eye opener for us.
- ✚ Good review of theoretical policy analysis, which would be a skill in my hand. Also PNG and SGN. The group was multidimensional.
- ✚ Gender water and disaster management. Integrating Disaster Management in all sectors. Also good learning on policy analysis, SGN & PGN.
- ✚ I have got the gender lens

II. Suggestions to improve the training workshop

- ✚ Participants should be allowed to speak and contribute. Reading is a one way traffic.
- ✚ Sharing of experience from different countries is required. All the resource persons were from India.
- ✚ The reading material is too heavy to carry.
- ✚ If we can start with the example and learn theory.
- ✚ More illustrations can be incorporated rather than relying on theoretical explanations.
- ✚ One of the resource persons had strong views of gender in Bhutan and was trying to impose the issues. Biased views are not good.
- ✚ Facilitators should try to encourage all the participants to contribute equally during group work (especially quieter ones)
- ✚ Group should be more flexible, and interchangeable, which can provide better exposure.
- ✚ Lot of hand outs (study materials). There were constraints on time. The training could have been extended for a few more days.
- ✚ Govt. Dept in India should have been covered, as it is major challenge to overcome.
- ✚ I am from the advocacy sector, Resource on advocacy were missing, so need to see how the same can be incorporated.
- ✚ Good, if more practical examples are used.
- ✚ The content for the group work was very long (16 pages)
- ✚ Coverage of urban sectors was lacking in the sessions. This is important as South Asia is urbanizing fast.
- ✚ Few skills to be learnt. More quantitative and qualitative gender analysis skills required.
- ✚ Gender budgeting. Also, after getting back to work, maybe a follow up training can be done to understand where one is, after sometime.
- ✚ Everybody equations are different. If possible try to include resource persons from the irrigation sector.
- ✚ One full day should be dedicated for sharing experiences.

- ✦ Presentations were good but were theory oriented. Generalizing is not good. Gender means men and women and should not be confined to women empowerment only. Empowerment of men should also be covered.
- ✦ Training was basically about women but, it was good to hear men talking about women.
- ✦ I wanted to learn skill based analysis, which was limited in the training.
- ✦ Training can be at two levels basic & skill oriented training.
- ✦ Duration of the training should be extended to a few more days. Gender Budgeting to be comprehensively covered. Maybe two rounds of training are required, like a follow up training after the main one.
- ✦ The study material provided was bulk and big. CDs would have been a better option.
- ✦ Training should be at two levels. Concept and skill oriented platform for all participants.
- ✦ A gender school with a minimum duration of two weeks can be started

Gross Workshop Happiness (GWH)			
Training Content		★★★★★★★★★★★★★ ★	★★★★★★★★★★★★★★★★★ ★
Methodology/ Facilitation	★★★	★★★★★★★★★★★★★ ★★★★	★★★★★★★★★★
Training Material	★★★	★★★★★★★★★★	★★★★★★★★★★★★★★★★★ ★
Applicability of the training to your own setting	★	★★★★★★★★★★★★★ ★★★★	★★★★★★★★★★★★
Your own participation	★★	★★★★★★★★★★★★★ ★★	★★★★★★★★★★★★
Logistic	★★★★★ ★★	★★	★★★★★★★★★★★★★★★★★ ★★★★
Overall rating		★★★★★★★★★★★★★	★★★★★★★★★★★★★★★★★ ★★★

Annexure C

The Fifth Gender, Water and Equity Training Workshop June 14- 18, 2010, Kathmandu, Nepal

Course Evaluation Form

We invite you to complete this course-evaluation form to help us improve our training activities. Please be frank and open with your ratings and comments. Your opinion – whether positive or negative - is valuable to us and will be considered in the preparation of future activities.

1. **Relevance of the course to your current work or function.**

None	Low	Medium	High	Very high

2. **Extent to which you have acquired information / content that is new to you.**

None	Low	Medium	High	Very high

3. **Relevance of the information / content that you have acquired for your work.**

None	Low	Medium	High	Very high

4. **Did the course reach your expectations and objectives?**

No	Little	Just enough	More than enough	Completely

5. **The presentation of the different sessions was**

Excellent	
Very Good	
Good	
Average	
Poor	

6. **Participation possibilities during the course were**

Excellent	
Very Good	
Good	
Average	
Poor	

7. Supporting materials for the different sessions were

Excellent	
Very Good	
Good	
Average	
Poor	

8. What action will you take now to implement the knowledge gained from this course?

9. Please comment or make suggestions on the following

Course content

Facilitation

Support materials

Course organization

Any other comments

Thank you for taking the time to fill out this survey. Your inputs will be considered to improve the quality and relevance of future activities and they are highly appreciated.