

TRAINING REPORT ON



TRAINING REPORT: 7 SEVEN DAY WORKSHOP HELD ON AUGUST 15-21, 2022

SUBMITTED TO: SRSO COMPLEX-SUKKUR

SUBMITTED BY : SADARUDDIN JATOI CONSULTANT

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First Day:

Registration of the Participants:

All participants were registered on formats whereas name/address and contacts details were given

Recitation of Holy Quran

Training of Trainers was started with the recitation of Holy Quran by One of the participants Mr. Allah Dad recited the verses.

Welcome

Mr. Zubair Ahmed Soomro Manager Training Institute had offered welcome words to all participants. He highlighted the core objectives of the Training and outcomes of the Training. He expressed that by the end of this TOT many of the participants shall enable to deliver the same in true spirit of the training. Later Mr. Soomro invited the Lead Trainer/Facilitator Sadaruddin Jatoi with his detailed introduction and profile.

Introduction of the participants

The lead Trainer Sadaruddin Jatoi once again offered welcome words to all participants and divided into pairs. He asked the participants to introduce each and other with all qualities and some weakness.

Norms and Values of the Training through Interactive session

The lead Trainer facilitate the interactive session about the norms/values of the training which are as under:

- Punctuality of time management
- Avoid from unnecessary Conversation
- Respect for ever One/Self respect
- Silent mode of Mobile phone
- Concentration on topics
- To avoid from political and religious discussion
- Every one shall speak but have wait for there numbers
- Avoid to heartbroken sentences
- Respect for ladies and as well as male
- Save the resources and utilization of available resources
- Safe and Clean environment
- Sharing and caring with each and others

Pre Test of the trainings Participants

Before initiation the training session pre- test form was given to all participants so that assessment can be done for all participants. Over all the majority of the participants were fresh and there level of understanding about training was slightly 5%-10% and said that they have just heard the names only.

Objectives of the training: Expectation of the Training

The lead Trainer Sadaruddin Jatoi highlighted the aims and objectives of the TOT as Under:

- To High light the basic concept of Social Mobilization, stages and procedure of Social Mobilization
- Concept of participation? Participatory Approaches?
- Concept of Organization?
- What's is concept of community? Formation of Community organization?
- Principle of community Organization
- Whats is concept of Conflict?
- What is Gender? Whats is Gender Development
- Whats is the concept of Gender Action Learning?
- What are the steps of Gender Action Learning?

Expectation of the Training:

The following expectation of the TOT was highlighted by the participants:

- ❖ Learning opportunity shall be provided
- ❖ Training about the Social Mobilization and Gals would be learned
- ❖ Time shall be utilized in manner
- ❖ Same trainings would be replicated in the communities.
- ❖ All participants would know each an other

Brain Storming

The lead Trainer has facilitated and highlighted the questions and answer importance. He encouraged the participants to ask one question titled “ Muhjo-Hik Sawal”

Lunch break and Prayer Break

One hour was given break for lunch and prayers to all participants

Sessions: What's is Social Mobilization

The lead Trainer has opened the session for interactive, whereas all participants are free to express the ideas about the Social Mobilization. The participants gave the views about the Social Mobilization, later Trainer has gave and display the:

- ❖ Concept of Social Mobilization, process
- ❖ Stages of the Social Mobilization.
- ❖ Structure of Social Mobilization
- ❖ What's concept of Development
- ❖ What's is concept of communication and how it works
- ❖ Concept of Conflict and whats are the steps of conflict Resolution

It may be cleared that all sessions are participatory approach based through the utilization of flips charts, Groups Works and Presentations.

Day 2nd:

Review of the last day with interactive session

Day start with the recitation of Holy Quran, recited by Kneez Fatima . Lead Trainer has started the yesterday's review with the interactive session, he opened the session for interactive and invited ever one for sharing last day's sessions and whole day activities. All participants gave views about the day and learning process. All of the participants appreciated the trainer's efforts.

Group Work and Brain Storming and session on Good Governance

The participants have divided into groups, gave flip charts and asked participants to describe about the bad Governance and Good governance. It was 30 minutes of group work and later all groups have had presented their group work in the shape of presentation. Later trainer have had presented/through presentation about the of Good Governance, difference between the Good governance and bad Governance. He gave different style/kind of governance and bad governance

Tea Break for 30 minutes: Interactive sessions on Community Development

After tea Break of 30 minutes, the trainer has opened the forum for inter active session was focused on following topics:

- ❖ What's definition of Community organization, importance of the community organization?

- ❖ What are the process of community formation?
- ❖ What is the structure of the community organization?
- ❖ Whats community organization s Goal? Vision Mission?
- ❖ Record keeping of the Community Organizations?

Group work:

The trainer divided the participants into five groups, each group was comprising 5-7 trainee's and task was given to form the community organizations with clear vision, mission, objectives and record keeping, role of executive committee etc. Later all groups have had presented the group work on flips charts.

Break for lunch Break and prayer break.

Lunch break and prayer break was 45 minutes

Session on Advocacy

After lunch break and session was on conflict resolution, lead trainer gave detailed orientation about the kinds of conflict and its management. Later detailed trainer gave over brief about the advocacy as follow:

- ❖ Concept of Advocacy
- ❖ Step and process of Advocacy
- ❖ Issue based Advocacy
- ❖ Kinds of Advocacy
- ❖ Result based Advocacy
- ❖ Community leadership
- ❖ Kinds of community leadership
- ❖ Advocacy for bonded labour
- ❖ Leadership
- ❖ Type of leadership
- ❖ Role of community leadership

3rd day

Review of the last day with interactive session

Day start with the recitation of Holy Quran, recited by Allah dad while Nat sharief recited by K Fatima Lead Trainer has started the yesterday's review with the interactive session, he opened the session for interactive and invited ever one for sharing last day's sessions and whole day activities. All participants gave views about the day and learning process. All of the participants appreciated the trainer's efforts.

Group Work and Brain Storming and session on Gender and Development

The participants have divided into groups, gave flip charts and asked participants to describe about the bad Governance and Good governance. It was 30 minutes of group work and later all groups have had presented their group work in the shape of presentation. Later trainer have had presented/through presentation about the Gender and Development.

Key focus point are as under:

- ❖ What is Gender
- ❖ What's Gender Development
- ❖ Perspective of gender issues in the northern Sindh

Tea Break for 30 minutes: Interactive sessions and Group work

After tea Break of 30 minutes, the trainer has opened the forum for interactive session and divided into groups. All trainees were asked for group work and then gave presentation about the gender issues being faced in the different Districts of Sindh like Shikarpur and Jacobabad as well as Kashmore and Kandhkot.

Session on Sustainable Development Goals

The lead Trainer gave detailed brief about the Sustainable Development Goals and its perspective under the UN declaration. He gave details how the states members have played vital role in the true spirit of the Sustainable development Goals.

Lunch Break and Prayer break

Trainees were given 1 hour for Lunch Break and Prayer break after that session started as per plan.

Session of Gender Action Learning –Interactive session with the brain Storming

The lead Trainer first opened the forum about the interactive session about gender and Development and Gender action learning. This session was converted into participatory approach based whereas ideas were collected. After that lead trainer gave the detailed session on Gender Action Learning and its Approach, How It works. The session was focused on following:

- ❖ What is Gender
- ❖ What's Gender Development
- ❖ Gender Action Learning System
- ❖ Gender Behavior and sensitivity
- ❖ Gender Problem Tree
- ❖ Gender Balance Tree
- ❖ Gender strategic planning and Needs
- ❖ Gender needs and its perspective issues at UCs level

4th day

Review of the last day with interactive session

Day start with the recitation of Holy Quran, recited by Arbelo. Lead Trainer has started the yesterday's review with the interactive session, he opened the session for interactive and invited for sharing last day's sessions and whole day activities and gave opportunity one by one. All participants gave views about the last day sessions and learning process.

Group Work and Brain Storming and session on Benefits and losses of Gender Disparity

The participants have divided into groups, gave flip charts and asked participants to describe about the benefit and losses of Gender Disparity. It was 30 minutes of group work and later all groups have had presented their group work in the shape of presentation. Later trainer have had presented/through presentation about Gender disparity

Tea Break for 30 minutes: Interactive sessions and Group work on Immediate needs of Gender and erspective of Gender Action learning.

After tea Break of 30 minutes, the trainer has opened the forum for inter active session and divided into groups. All trainees were asked for group work and then gave presentation about the gender disparity in the perspective of Northern Sindh where women are being killed in the name of Gender and honor killings. All groups have presented there presentation and trainees have asked the different questions.

Lunch Break and Prayer break

Trainees were given 1 hour for Lunch Break and Prayer break after that session started as per plan.

Sessions: Constitutional Rights in Gender Perspective

The leader trainer Sadaruddin Jatoy gave over view the silent feature of constitution Islamic Republic Pakistan 1973. He also gave the rights of Gender given in the Islamic Laws /Mohammadan Laws. Sadaruddin Jatoy lead Trainer also gave silent feature of National Policy in the perspective of Gender and Development.

5thday

Review of the last day with interactive session

Day start with the recitation of Holy Quran, recited by Arbelo one of participants. Lead Trainer has started the yesterday's review with the interactive session, he opened the session for interactive and invited for sharing last day's sessions and whole day activities in detailed. He gave opportunity one by one. All participants gave views about the last day sessions and learning process.

Group Work and Brain Storming and session on Dream /Vision about the future

The participants have divided into groups, gave flip charts and asked participants to describe about the benefit and losses of Gender Disparity. It was 30 minutes of group work and later all groups have had presented their group work in the shape of presentation. Later trainer have had presented/through presentation about future vision of the community development in the area which is purely remote area.

Tea Break for 30 minutes and Interactive session on Imaginary brain Storming

After Team Break Interactive sessions and Group work on vision, Mission and Goals for the formation of community organization and enable environment for Gender Perspective.

The trainer has opened the forum for inter active session and divided into groups. All trainees were asked for group work and then gave presentation about the gender disparity in the perspective of Northern Sindh where women are being killed in the name of Gender and honor killings. All groups have presented there presentation and trainees have asked the different questions.

Lunch Break and Prayer break and session on Future Vision and Mission

Trainees were given 1 hour for Lunch Break and Prayer break after that session started accordingly. The Lead Trainer has initiated the interactive session and have repeated earlier exercise about the future vision and mission of the community Development.

Tea Break for 30 minutes

All participants were given tea break for 30 minutes.

Session on Gender Balance Tree

Trainer Sadaruddin Jatoi gave detailed information sharing about the problem Tree and Gender Balance tree. He gave disparity between the two terms with the examples. Later Trainer divided the participants for group work in the perspective of Gender Problem Tree and Gender Balance tree. Later All groups have been presented their presentation with spirit.

Last session of the day: Social Mapping and Travel to dream

Trainer Sadaruddin have interactively thoroughly discussed and gave examples on flip charts How to draw Social Mapping? What are the silent feature of Social mapping and Travel to dreams. By the end of the day it was Assignment to all participants to work out on presentation which shall be discussed on tomorrow.

6th day :

Review of the last day with interactive session

Day start with the recitation of Holy Quran, recited by Ms. Anmool Memon one of participants. Lead Trainer has started the yesterday's review with the interactive session. He opened the session for interactive and invited for sharing last day's sessions and whole day activities in detailed. He gave opportunity one by one. All participants gave views about the last day sessions and learning process.

Group Work /Home Work Presentation on

As yesterday all participation has been given home work/group work on Gender Problem Tree and Gender Balance tree. As usual participants have divided into groups, gave flip charts and asked participants to describe about the topic. All groups have had presented their group work in the shape of presentation. Later trainer have had presented/through presentation about future vision of the community development in the area which is purely remote area.

Tea Break for 30 minutes and Interactive session /Group work

After Tea Break Interactive sessions on travel to Dream for enable community and Gender Balance Environment for the oppressed and backward areas. The trainer has opened the forum for inter active session and divided into groups. All trainees were asked for group work and then gave presentation about the travel to dream in the perspective of Northern Sindh where women are oppressed. All groups have presented their presentation and trainees have asked the different questions.

Lunch Break and Prayer break and session

After lunch and prayer Break Trainees were given 1 hour for Lunch Break and Prayer break after that session started accordingly. The Lead Trainer has initiate the interactive session on Difficulties, opportunities, Targets and Symbol of the success. He gave all answers of the questions raised by the participants.

Tea Break for 30 minutes

All participants were given tea break for 30 minutes. All participants have divided into groups, gave flip charts and asked participants to describe about the topic. All groups have had presented their group work in the shape of presentation. Later trainer have had presented/through presentation about expected Difficulties, opportunities , self-allotted targets and fix symbol of the success as per there situation to be faced by all the participants.

Session course of action and activities

The Trainer /facilitator has facilitated the session on course of action and future activities as per need and demand of the community.

7th day:

Review of the last day with interactive session on

Day start with the recitation of Holy Quran, recited by Mr. Roshan one of participants. Lead Trainer has started the yesterday's review with the interactive session. He opened the session for interactive and invited for sharing of last six day's sessions including yesterday's activities in detailed. He gave opportunity one by one. All participants gave views about the training from day one till the sessions and learning process. Lead Trainer then again explain the SWOT Analysis exercise which offer the self-Analysis or Organization analysis at grass root level.

Group Work /Home Work Presentation

As usual participants have divided into groups, gave flip charts and asked participants to describe about the topic. All groups have had presented their group work in the shape of presentation. Later trainer have had presented/through presentation about future vision of the community development in the area which is purely remote area.

Tea Break for 30 minutes and Interactive session /Group work on Multi lines Road Map

After Tea Break Interactive sessions on Travel for Multi line Road Map for enable community environment and Gender Balance society. The trainer has opened the forum for inter active session and divided into groups. All trainees were asked for group work and then gave presentation about the travel to dream in the perspective of All groups have presented there presentation and trainees have asked the different questions.

Session: Review of the training

The Lead Trainer has opened forum and invited the participants about review and views of the training. Every participants has given their views about training. Majority of the trainees has been appreciated the learning environment as provided by SRSO and Trainer.

Post Assessment of the training:

All participants were given form in Sindhi for post Assessment which was filled by everyone.

Session Vote of Thanks and Certificate Distribution Trainer

Trainer Sadaruddin Jatoi has extended vote of thanks to all participants and SRSO team including lead by Mr. Zubair Ahmed Somroo and supporting staff of SRSO for their good arrangements of the training.

Sindh Rural Support Organization

Sindh Rural Support Organization
7-Day Training of Trainers (TOT) to CRPs

National Poverty Graduation Programme
SM - GALS 15 - 21 Aug, 2022

Category Assessment of Training Participants

In overall presentations on daily basis, make assessment of participants out of 3 points in following indicators:
C = 40% and Below B= 41% - 55% B+ = 56% - 74% A = 75% and Above

Sr.	Name	M / F	S/O W/O	District	ASSESSMENT INDICATORS								Total Marks (Out of 24)	%	Category
					Voice Quality & Pitch	Body Language	Confidence Level	Content Knowledge	Participant Management	Time Management	Methodology	Attitude			
					3	3	3	3	3	3	3	3			
1	Sanam	F	Abdul Ghafoor	Shikarpur	3	3	3	2	2	2	1	3	19	79	A
2	Shabnam Khatoon	F	W/O Arbelo Khan	Shikarpur	3	2	3	2	2	1	2	3	18	75	A
3	Anmol	F	Naveed Ahmed Memon	Shikarpur	3	3	3	2	2	2	2	3	20	83	A
4	Amina Begum	F	W/O Javed Hussain	Shikarpur	2	3	3	2	2	2	2	3	19	79	A
5	Tehmina Habib	F	W/O Habibullah	Shikarpur	3	2	3	2	1	2	2	3	18	75	A
6	Nazia	F	W/O Tariq Ali	Shikarpur	2	3	2	2	1	2	2	3	17	71	B+
7	Raheela Parveen	F	W/O Saleem Ahmed	Shikarpur	3	2	2	2	1	2	1	3	16	67	B+
8	Kaneez Fatima	F	W/O Muhammad Hussain	Shikarpur	2	2	2	1	2	2	1	3	15	63	B+
9	Masood Ahmed	M	Pervaiz Muhammad	Shikarpur	3	2	2	2	2	2	2	3	18	75	A
10	Zameer Ahmed	M	Muhammad Suleman	Shikarpur	3	2	2	2	2	2	2	3	18	75	A
11	Salman Khan	M	Abdul Hameed	Shikarpur	2	2	2	2	1	1	1	3	14	58	B+
12	Allah Dad	M	Abdul Ghafoor Soomro	Shikarpur	1	2	2	1	2	2	1	3	14	58	B+
13	Arbelo Khan	M	Abdul Hakeem Lashari	Shikarpur	2	2	2	2	2	1	1	2	14	58	B+
14	Abdul Samad	M	Abdul Latif	Shikarpur	2	2	1	2	1	2	1	3	14	58	B+
15	Salman Ahmed	M	Ghulam Akbar Memon	Shikarpur	2	1	1	2	1	1	1	3	12	50	B
16	Shahzeb	M	Maqsood Ahmed	Kashmore	1	2	2	1	2	2	2	2	14	58	B+
17	Abdul Ghani Mangrio	M	Allah Wadayo	Shikarpur	2	1	1	2	1	1	1	3	12	50	B
18	Amir Raza	M	Ali Raza	Kashmore	1	2	1	2	2	2	2	3	15	63	B+
19	Muhammad Aqil	M	Ali Khan	Kashmore	2	2	2	1	1	2	1	3	14	58	B+
20	Imtiaz Ali	M	Asghar Ali	Kashmore	3	2	2	2	1	2	1	3	16	67	B+
21	Mehtab Ali	M	Abdul Sattar	Kashmore	2	3	2	2	1	1	1	3	15	63	B+
22	Asif Ali Mahar	M	Goshal Khan	Kashmore	3	2	2	2	1	1	2	3	16	67	B+
23	Asif Ali Khoso	M	Abdul Aziz Khoso	Kashmore	2	2	2	1	2	1	2	3	15	63	B+
24	Faique Ali	M	Abdul Aziz	Kashmore	2	2	1	1	2	1	1	3	13	54	B
25	Naveed Ali	M	Habibullah	Kashmore	1	1	2	1	2	2	1	3	13	54	B
26	Arsullah	M	Amanullah	Kashmore	2	2	1	1	0	0	1	3	10	42	B

District	A Grade			B+ Grade			B Grade			C Grade			TOTAL			
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
Shikarpur	2	5	7	4	3	7	2		2				8	8	16	
Kandhkot				7		7	3		3				10	0	10	
													Total			26

Picture Gallery



