



Afghanistan Institute of Rural Development Training Report

AIRD Training Division



Provincial Course No (3)

Name of training:	Social Change and Rural Development
Target Groups:	Social Change Agents
Date/Duration:	Six day (29 Jan – 3 Feb 2011)
Implementing Agency:	Afghanistan Institute of Rural Development (AIRD)
Funding Agency:	AECID – Government of Spain
Venue:	Municipality Training Hall in Shebirghan City
Address:	Ministry of Rural Rehabilitation and Development Nela Bagh Darull Aman Kabul Afghanistan
Reported by:	Hayatulllah Haleemi Head of Training/Education
Mobile:	+93(0) 700003371
Website:	www.mrrd.gov.af/AIRD

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I. Introduction

1.1 Background

The AECID-Afghanistan supports Afghanistan Institute of Rural Development (AIRD) to render capacity development activities for formal and informal Local Self Governance Institutions (LSGIs) and Government officials who work in social and development affairs at the district and village levels. AIRD has developed capacity building program for formal and informal Local Self Governance Institutions (LSGIs). The target groups for this workshop include Social Workers (SW), Ministry of Agriculture Irrigation and Livestock (MAIL) Extension Officers and Workers, Ministry of Public Health (MOPH) Community Health Supervisor, Independent Directory of Local Governance (IDLG) Village Manager and Officer, Ministry of Justice (MOJ) members of Civil Society and public Awareness Officer.

AIRD has been conducting various training workshops in order to build up the skills and knowledge of its target groups who work on rural development issues. So far, AIRD has completed the training workshops on Good Governance; Conflict Resolution, Peace Building and Do-No –Harm, in Jawozjan province. This, Social Change Agents and Rural Development, workshop was the third training workshop in this province.

The purpose of this workshop was to bring synergy among various government officials, help them understand their roles, responsibilities, make them appreciate the importance of their presence in their community and, enhancing the knowledge of social change agents on key subjects such as roles of social change agents at grass root levels and role of women in rural development and types of development.

This is the report of the six day workshop on Social Change Agents and Rural Development conducted by AIRD in Jawozjan which had 53 participants, including 1 woman, from all districts of Jawozjan province.

2.2 Workshop preparation

2.2.1 Preparation:

Preparation of training included the following tasks; finalization of contents, training material (modules, hand outs) schedule, session plan, printing training materials and logistic arrangements including projectors, flip chart and computers, as well as training hall or venue for conducting workshop.

2.2.2 Coordination

AIRD training team has already established good rapport and understanding with all the key Government departments, agencies as well as the other mechanism set in place at is provincial levels for capacity building by organizing many programmes earlier in the province. Accordingly, UNAMA, Provincial Rural Rehabilitation Directorate (PRRD), Directorate of Agriculture (DOA), Directorate of Public Health (DOPH), Directorate of Justice) DOJ) and IDLG were contacted to identify and nominate participants for the programmes. The Provincial Governors' House (PGH), Provincial Shuras (PS), and National Area Based Development Program (NABDP), were also contacted to help AIRD team in organizing the programme. All these agencies were invited for the inaugural event of the workshop.

As well AIRD team leader explained the purpose of the workshop to all the above agencies. And they were appreciating AIRD to keep providing such as programmes for the rural people to enhance their capacity in the future.

2.2.3 Management

AIRD team consisting of 3 people- three AIRD trainers facilitated the conduct of the workshop and Mr. Mohammad Naser as team leader. The Team leader with the support of the team of trainers was responsible for the overall management and ensuring the quality of the training by regularly observing the class, evaluating the teaching quality of the trainers, the quality of the delivering exercises and how these are accepted and understood by the participants. He supervised the quality of the support services too, based on which and the feedback given by the trainers, he resolved both the academic and the support services problems.



1.3 Opening Ceremony

The programme was officially opened at Municipality Training Hall in Jawozjan on Saturday 29 Jan 2010 with recitation of the Holy Quran by one of the participants, followed by playing the national anthem. Then representative of Governor welcomed the participants and AIRD team, and asked the participants to take active participation. Also he talked about the importance of the workshop and, he requested the participants to share and apply the lessons learned with rural people on their return to their villages. After that Director of Provincial Council welcomed AIRD trainers and Participants of various Directorates' and called upon the workshop participants to take active participation, and be punctual. He added that holding such courses is useful for the society and will help officials to perform their jobs more effectively. He thanked the MRRD/AIRD and Government of Span for their initiatives and support for building the capacity of officials in the province. And meanwhile PRRD Director requested the participants to respect the time and token advantages from every single moment of their life.



At the ennd Mr. Mohammad Naser Iqbal explained the agenda of workshop and gave information to the participants concerning course topics. He explained the details of the AIRD program and workshop and said the current workshop is held with the support and cooperation of AECID-Government of Spain. The schedule of the workshop can be seen in Annexe.1.



1.4 Objectives of training program

- To define the roles, responsibilities of social change agents; importance, strength and weakness of social change.
- To define the roles of women in social activities, expose the participants to the, meaning of development, types of development and social structure.
- To help participants understand the real problem of community people, reach to their problem and find ways to redress the problems.

1.5 Facilitators

The training was facilitated by the following AIRD Training Team

- | | |
|------------------------|-------------------|
| - Mohammad Naser Iqbal | Team Leader |
| - Shamsuddin Shams | Trainer |
| - Shamsullah Khalid | Assistant Trainer |

1.6 Participants

The workshop was attended by a wide range of participants from five Governmental institutions such as Social Workers from Provincial Rural Rehabilitation Directorate (PRRD), Extension Officers of Directorate of Agriculture (DOA), Community Health Supervisors of Directorate of Public Health (DOPH), Village Manager and District Officers of IDLG and Public Awareness Office Directorate of Justice (DOJ) The breakup of the 53 participants including 1 woman is given in a table below and participants list is attached as **Annex-2**

Provinces	S.No	Organization	Participants		Total
			Male	Female	
Jawozjan	1	IDLG; village manager/officers	11	0	11
	2	MAIL; Extension officers/workers	11	1	12
	3	MOPH; Community Health Supervisor	7	0	7
	4	MoJ; Public Awareness officer	9	0	9
	5	MRRD; Social workers	14	0	14
	Total			52	1

1.7 Course Delivery/Approach and Methodology

The trainers adopted different methods in different sessions in order to deliver the workshop topics better and effectively. Especially they were using participatory methods in order to engage the trainees and motivate them. And the following methodologies were used in the workshop.

- Brainstorming
- Question and Answers
- Group discussions
- Lecture
- Team work
- Presentation
- Slide show
- Snow balling
- Role-play



Some Photos of the class activities are attached as **Annex-3**

1.8 Participants Feedback

In the feedback session, all participants expressed their satisfaction about the trainers and training methods and added that the program was effective and instructive. They requested AIRD to have more such program in future that could enable them to handle their work confidently. The participants also filled out the workshop evaluation form and the outputs presented in Annex- 4 showed that all the participants were happy and satisfied with the contents of the workshop and training method.



II. Details of Activities

2.1 Day (1) 29th Jan. 2011

TNA (Training Need Assessment)

After the registration and ice- breaking, the workshop commenced with an inaugural ceremony described earlier, Mr. Mohammad Nasir gave a brief explanation about the importance of Social Change Agents in Rural Development. Following this, the participants were asked to participate in a TNA exercise for which they were divided into five groups. A pre- test was taken from all participants in order to understand their level of knowledge regarding Social Change and Rural Development. Mr. Mohammad Nasir described the process of TNA and started helping each group. As a first step of TNA, trainees listed their duties and responsibilities. In the second and third steps they listed the knowledge and skill they must possess to perform their assigned roles.



Rating their current knowledge and skill levels and their assessment of the additional knowledge and skill that should be gained formed the fourth and fifth steps of the exercise. The trainees were guided by trainers.

The groups were exchanged to review the final matrix of each other's work. This enabled them to refine and improve their exercise results.



2.2 Day (2) 30th Jan, 2011

Development:

The focus of this module was the definition of development especially Rural Development. The inputs provided included: What is Development? Definition of Development, case studies, types of development (social development, human development, political development and economic development); development and its relationship to social structure; who are farmers and who are investors.



2.3 Day (3) 31st Jan, 2011

Who are Social Change Agents?

After the recap of previous days' input, the new session began with the new topic on who are Social Change workers? Definition of Social Change Agents, description of roles responsibilities of SWs in different departments. They were given facilitation tips. The session had discussions on the importance of social change agents in rural development, strengths & weakness of social change agents, role of women in rural development and hiring of women as social change agents.



2.4 Day (4) 1st Feb, 2011

Joe and Harry Mirror, Women in development and Extension:

After the recap of previous day, a new session was started using Joe and Harry game which enables the participants to make self assessment of their knowledge and skills and challenges. This game made the trainees to identify, Open Area, Secret Area Blind Area Undiscovered Area of the environment where they work.

The participants divided into five groups to do this exercise. Then, each group explained their presentation and received feedback on the spot from AIRD trainers.



2.5 Day (5) 2nd Feb, 2011

Preparation for social change agents

The SWs need to be prepared to act as social change agents by dealing with some issues and attitudes and behaviours further, there are preparation that should be made by the social change agents before they initiate their activities with communities.

The trainees were explained the meaning of preparation and ways and means of preparation. The trainees were divided into groups to discuss the issues explained by trainers. The presentation made by participants based on group work listed the real problems the poor people confront on the ground and the need for finding the solution.



Another group presentation came out with problems of donors implementing the projects and limitation in expansion of rural development projects. Then trainees were given inputs on dialogue techniques, what and why of institution, characteristics of successful institutions, reason for failure of institutions, definition of leadership and participation, procedure of organizing meeting, motivation, voluntary action etc...

2.6 Day (6) 3rd Feb, 2011

External Relationship:

On the last day of training program new topics on external relationship, social structures, powers, local institutions, Government officials at community levels, and needs for better relationship/coordination were introduced. Discussions were also encouraged as group activity on relationship between social change agents and government officials, and challenges in promoting rural participation and implementation of projects. Case studies were used to illustrate the various issues.



III. Conclusion

3.1 Challenges/Problems:

Normally, there are many problems during the implementation phase of the training and they vary from province to province. Some of the main problems are:

- Lack of proper place for training venue/hall to conduct the training workshop.
- No facilities to facilitate trainings (power, photocopying, accommodation) in this province.
- The reimbursement of travel expenses as per the government rules is much lower than the actual, because of which the participants will have to spend money out of their pockets.
- Based on the MRRD financial policy we can't pay for the travel expenses to those participants who come from villages less than 25km of the training venue creates problems all the time.

3.2 Recommendations:

Based on the above problem/challenges the trainers and participants explained the following suggestions and recommendations:

- Providing travel expenses to those participants who come from villages less than 25km of the training venue.
- Providing actual travel expenses to the participants, not as per the government rules
- Providing more training/workshop during winter season, because people at the rural area are free.
- Proper place for training venue/hall to conduct the training workshop.
- MRRD programmes should establish a working committee for capacity building to coordinate and sharing their plans in order to avoid duplication at different levels.

3.3 Lesson Learned:

We learned the following lesson learned during this workshop:

- Team work is very important. For successful workshop.
- Better coordination with all stockholders is very necessary for successful implementation of workshop
- Learning from participants through sharing information, experience with each others.

3.4 Closing Ceremony

The closing ceremony of the workshop was held at Municipality Training Hall in Jawozjan on 3rd Feb 2011. Mr. Mohammad Nasir Iqbal, the team leader expressed his satisfaction over achieving of the training goals and objectives, he requested the participants to share and apply the lessons learned with rural people on their return to their villages. He also thanked all the participants for attending the workshop and apologised for any inconvenience during the workshop. He requested the district, authorities to introduce the right people to such workshops in order to get more benefits from the workshop and share the same knowledge and skill with rural people to bring positive changes in their community



PRRD Director Representative of Government expressed his satisfaction on the quality of the workshop. They said this workshop, like other workshops of AIRD, is very effective and important. They thanked the AIRD especially the AIRD leadership and management for providing the high quality training and equipped the participants to apply them in their field of work. And they requested to AIRD to organize such workshop in the future. Then one of the participants thanked the AIRD leadership and trainers. Later on the DSA was paid to all participants and the certificates were distributed. AIRD team leader, trainers and participants took a group photo.

IV. Appendixes

Annex 1: Workshop Schedule

Day 1:

Timeframe	Description
8:00 – 9:00	Registration
9: 00 - 9:05	Recitation of the Holy Quran
9:05 - 9:10	Standing ovation to the national anthem of the country
9:10-9:15	Inauguration Speech by Mohammad Nasir Iqbal
9:15 – 9:30	Welcome and objectives of the workshop By Shamsuddin Shams
9:30 – 10:00	Pre-test
10:15-10:30	Tea Break
10: 30-11:30	TNA by Mohamad Naser
11:30 - 12:30	TNA Process
12:30-1:30	Lunch and prayers
1:30 - 3:30	TNA

Day 2

Timeframe	Description
8:30 – 9:00	Revision of the previous lesson(TNA)
9: 00 - 10:00	Development-what is development
10:15 - 10:30	Tea/Coffee Break
10:30 – 11:00	Kinds of development
11:00 – 11:30	Social Development
11:30-12:30	Which kind of relation exists among social change workers?
12: 30-1:30	Lunch and Prayers
1:30 - 2:30	Social structure in rural area
2:30- 3:00	Continuation of Social structure in rural area
3:00 – 3:30	Recap of all the day lessons and evaluation

Day 3

Timeframe	Description
8:30 – 10:15	Who is social change worker?
10:15 - 10:30	Tea/Coffee Break
10:30 – 12:30	TOR of social change worker
12: 30-1:30	Lunch and Prayers
1:30 - 2:30	Rules of S Ch. Worker responsibility of S Ch. Worker
2:30-2:45	Energizers
2:45-3:15	The strengths and weakness of social change workers
3:15 -3:30	group discussion + evaluation

Day 4

Timeframe	Description
8:30 – 10:15	Revision of the previous lesson Jue and Harry Mirror
10:15-10:30	Tea/Coffee Break
10:30-12:30	Women as a social change workers
12:30-1:30	Lunch and Prayers
1:30-2:30	Preparation rural people Problems
2:30 – 3:00	Extension of development activities
3:00-3:30	evaluation

Day 5

Timeframe	Description
8:30 – 9:00	Revision of the previous lesson
9: 00 - 9:05	Work with people
9:05 – 10:15	Groups
10:15-10:30	Tea/Coffee Break
10: 30-12:30	making groups
12:30-1:30	Lunch and Prayers
1:30 - 2:00	Women groups
2:00 - 3:00	Cont.....
3:00 - 3:30	Evaluation

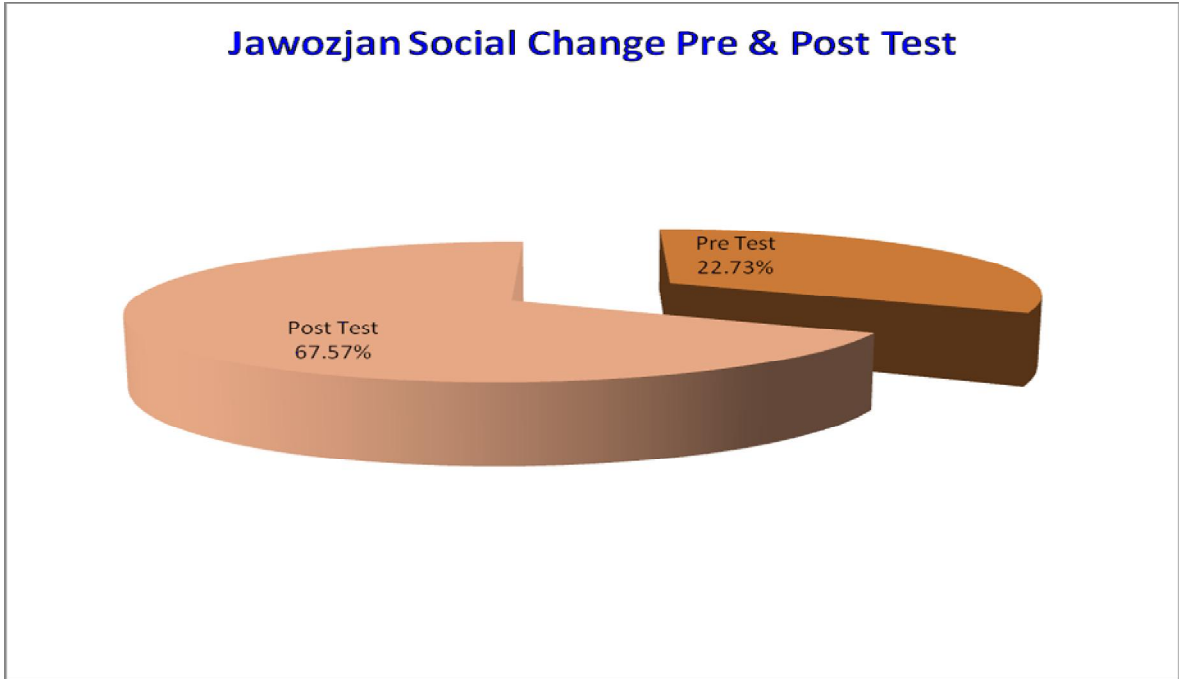
Day 6

Timeframe	Description
8:30 – 9:00	Revision of the previous lesson
9: 00 - 9:30	External Relations
9:30 – 10:15	Cont.....
10:15-10:30	Tea/Coffee Break
10: 30-12:30	Evaluation of last six days
12:30-1:30	Lunch and Prayers
1:30 - 2:00	Post test
2:00 - 3:30	Closing speech by Mohammad Nasir Certificate distribution DSA distribution

Annex 2: List of Participants

No	Name	Father Name	District	Phone Number
1	Abdor Rhim	Haji Sarfraz	Qoshtapa	0774898658
2	Norudin	Asmatullah	Darzab	0773047427
3	Gul khan	Ghaws khan	Faizabad	0773414397
4	Ahmad Feroz	Amir Mohammad	Aqcha	0799601916
5	Nor Mohammad	Per Mohammad	Mangajek	0799554563
6	Azezallah	Hajicholi	Shebarghan	0777162100
7	Abdull Ali	Abdur Rab	Faizabad	0750616466
8	Haji Yazdanqol	Khali	Khojadoko	0788145644
9	Toybay	Shahmardanqol	Qarqin	0799826146
10	Maiwand	Shamsudin	Khojadoko	0799578619
11	Nasratullah	Neamatulah	Faizabad	0796843441
12	Saed Mohammad	Saed Yahya	Mordyan	0797063788
13	Mohamma Rrhim	Ewaz Morad	Aqcha	0779365903
14	Salahudin	Qamarudin	Khamab	0774510046
15	Abdolghafor	Abdur Rhman	Khojadoko	0788359420
16	Saed Ramazan	Saed Qorban	Mangajek	0783370165
17	Aeqilahwatandost	Aliahmad	Shebarghan	0797087307
18	Saed Najiballah	Saed Asmaeil	Aqcha	0799549081
19	Babanazar	Anahmorad	Shebarghan	0799411496
20	Safarmorad	Nazar	Mangajek	0786537381
21	Sakhedad	Behbod	Aqcha	0779125486
22	Aqamir	Alimardanqol	Qoshtapa	0771139196
23	Saed Mohammad	Saed Qorban	Mordyan	0797069473
24	Mohammad Asmail	Solimanqol	Khojadoko	0786537381
25	Saed yosof	Khanjan	Qarqin	0797714499
26	Ghulam Sarwar	Babaqol	Khanaqa	0798545782
27	Abdulhakim	Abduljabar	Darzab	0771264491
28	Abdulbaser	Abdulkarim	Khamab	0778803262
29	Sofi Mohammad	Faezmohammad	Mordyan	0799124717
30	Abdull Majid	Abdull Jabar	Mordyan	0797386790
31	Mohammad Sadiq	Sardarmohammad	Qarqin	0789709874
32	Saed Anayatulah	saadudin	Shebarghan	0799194196
33	Abdolnaser	Abdullah	Qarqin	
34	Mohammad Sharef	Mohammad Hashem	Aqcha	0786352674
35	Fazul Ahmad	Mohammad Rsol	Qoshtapa	0772834411
36	Habibulah	Baymorad	Qoshtapa	
37	Mohammad Nasem	Shaporkhan	Mangajek	0798126584
38	Mohammad Arif	Adulshokur	Khojadoko	0786075888
39	Rahmatullah	Rahmanqol	Khanaqa	0772445165
40	Abdulghafar	Abdulqayom	Khamab	0776717196
41	Zainul Abodin	Haqberdy	Faizabad	0750561554
42	Morad Ali	Asta Omar	Darzab	0799314471
43	Abdul Malik	Ayrnazar	Khojadoko	0797289249
44	Mola Faizmohammad	Ewaz Mohammad	Khanaqa	0784284205
45	Sadrudin	Abduraof	Faizabad	0700708305
46	Mohammad Anwar	Khan Geldi	Khamab	0772528577
47	Mohammad Shah	Abdullah	Darzab	0798804002
48	Mohammad Amin	Jomah	Qarqin	0771060370
49	Sangar	Mohammad Ayub	Qoshtapa	0779973856
50	Khairullah	Abdul Gheyas	Mangajek	0799011268
51	Mohammad Aelim	Mir Zeiaullah	Khanaqa	0799845740
52	Gholam Nabi	Abdur Reza	Faizabad	0789932010
53	Baz Mohammad	Permohammad	Mordyan	0775714007

Annex 3: Results Pre & Post test:



Annex 4: Workshop Photos

